THE SURVEY

Midmonthly Number

Vol. LIX, No. 6 December 15, 1927

CONTENTS

REVEILLE IN THE COAL FIELDS - - - - - - - - - - - - - *Robert W. Bruère* 357

ONE IF BY LAND AND TWO IF BY SEA - - - - - - - - - - - - - *Victor S. Yarros* 359

WHY COUNT NOSES? - *Haven Emerson, M.D.* 361

THE COMMON WELFARE - - - - - - - - 364

INDUSTRY - - - - - - - - - - - - - - - 369
Science and the Traditional Mind, *Robert W. Bruère*—Fields of Adventure, *Eleanor G. Coit*—Psychiatry in Business

SOCIAL PRACTICE - - - - - - - - - - - 374
When Disaster Strikes, *James L. Fieser*—St. Louis Was Ready, *Elwood Street*

COMMUNITIES - - - - - - - - - - - - 379
The Pageant That Won a Village, *Hilda W. Smith*—Planning for Permanency, *Geddes Smith*—Wanted, a Technique for the Rural School, *Robert G. Armstrong*—Young People of Germany, *Otto T. Mallery*

EDUCATION - - - - - - - - - - - - - - 386
Fagin Schools, *Thomas Minehan*—Must Teachers Be Automatons? *Jane Gray*—For the Students of Europe, *Henry Strong Huntington*—The School Goes to the Home, *Marie J. Concistre*

HEALTH - - - - - - - - - - - - - - - - 391
What Price Efficiency? *Helen T. Mayers*—Controlling Alcoholism

BOOKS IN OUR ALCOVE - - - - - - - - 396

THE SOCIAL WORK SHOP - - - - - - - - 402
Uncle Sam Helps Fill the Community Chest, *Martin Keet*

The Gist of It

ROBERT W. BRUÈRE, associate editor of The Survey and secretary on industrial relations of the J. C. Penney Foundation, discusses the shooting of Colorado miners as an incident of the long coal strike, the failure of both employers and union, and the stalling of the Rockefeller Plan which grew out of the Colorado shooting of 1914. Pages 357, 369.

VICTOR S. YARROS, editorial writer on the Chicago Daily News, has been a powerful editorial force in Chicago for many years, and closely identified with Hull-House. Page 359.

DR. HAVEN EMERSON is editor of the Health Department of The Survey and professor of public health administration at Columbia. Among his unflagging public services was the recent exposure of the maladministration of the New York state census with the consequent loss of invaluable social tabulation. Page 361.

ELEANOR G. COIT is on the staff of the Industrial Department of the National Y.W.C.A. Page 370.

JAMES L. FIESER, as vice-chairman of the American Red Cross, is himself very much a part of the story of disaster relief which he tells on page 374.

ELWOOD STREET is executive secretary of the St. Louis Council of Social Agencies. Page 376.

HILDA W. SMITH, a summer resident of the little vineyard village which she describes, directed the pageant which resulted in the Neighborhood Association. Page 379.

GEDDES SMITH, formerly managing editor of The Survey and editor of its Communities Department, is now director of publications of the Child Health Demonstration Committee. Page 381.

THE REV. ROBERT G. ARMSTRONG is minister of the First Congregational Church of Wellsville, New York, and president of the Allegany Public Health and Welfare Association. Page 382.

OTTO T. MALLERY, president of the Philadelphia Playgrounds Association, and a member of the board of directors of the Playground and Recreation Association of America, writes from Germany of some of the new expressions of the German youth movement. Page 384.

THOMAS MINEHAN, a graduate of the University of Minnesota, has been a high school teacher in the Northwest and Southeast. He is now doing post-graduate work at his alma mater. Page 386.

JANE GRAY is the penname of a young southern high school teacher, whose frank account of her experiences as an educator explains why she is now selling an encyclopaedia instead of following her chosen profession. Page 387.

MARIE J. CONCISTRE is one of the New York City home teachers under the Education Committee for Non-English Speaking Women, whose work she describes. Page 389.

HELEN J. MAYERS speaks for the humanizing and integration of relations between physicians, executives, social workers and clients out of her experience as a psychiatric social worker in one of the best known hospitals in New York City. Page 391.

HENRY STRONG HUNTINGTON, formerly an associate editor of Christian Work and now on the staff of The Christian Century, has seen at first hand the work of Conrad Hoffman and his colleagues among the students of Europe, which he describes, page 388.

HELEN M. VOORHEES directed the study of alcoholism among the dependent families of Madison, Wisconsin, before and after prohibition, summarized on page 394.

MARTIN KEET is secretary of the Chamber of Commerce of Sunbury, Pennsylvania, who for the past two years has raised the Community Chest budget entirely by mail. Page 402.

ABJECT APOLOGIES are due to Ruth Baker, author of the story, Mrs. Koboshnik Goes Shopping, in The Survey for November 15, which through editorial ineptitude was credited to a fictitious *Helen* Baker. The story couldn't have been better under any other name, but at least the author was entitled to her own.

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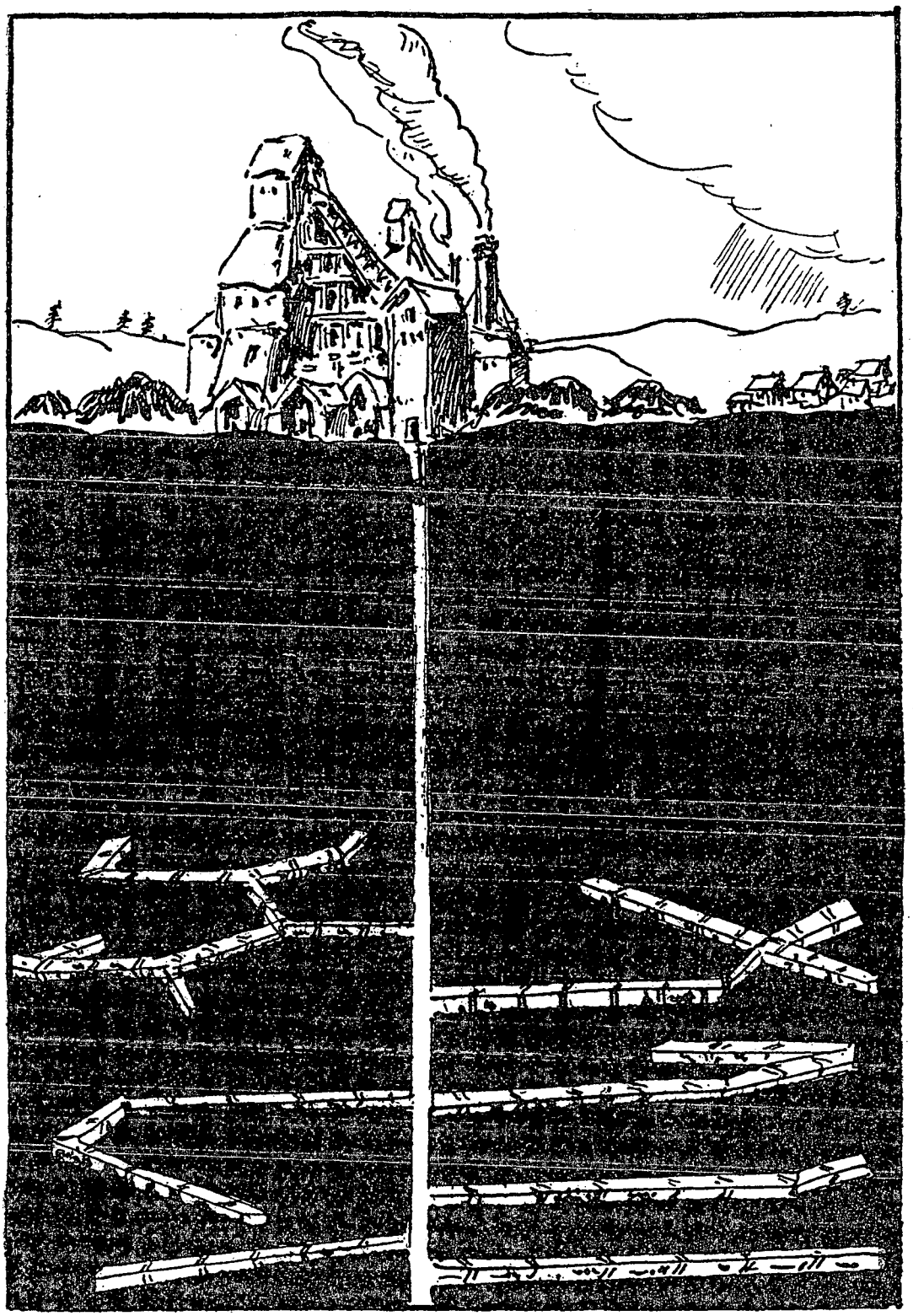

A drawing by Hendrik Willem Van Loon from his latest book, America, Boni and Liveright

COAL

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THE SURVEY
MIDMONTHLY

December 15
1927

Volume LIX
No. 6

Reveille in the Coal Fields

By ROBERT W. BRUÈRE

AT dawn on the morning of November 21, Louis N. Scherf, head of the law enforcement bureau of Colorado, ordered his men to fire upon a company of striking coal miners who were advancing toward the Columbine mine of the Rocky Mountain Fuel Company. According to press dispatches of that day, five were killed and more than a score wounded, among them two women, one of whom was expected to die.

The coal problem flashed back into the front-page headlines. What the peaceful strike of hundreds of thousands of miners in the older coal fields was unable to accomplish in the course of many months, violence in Colorado achieved in an instant. Here at The Survey, for example, we had more calls for information about the facts back of not only the Colorado situation, but also of the protracted strike of the United Mine Workers, on the days immediately following that tragic episode, than had rewarded all of our effort during the years since the publication of the report of the United States Coal Commission to keep interest in the festering ills of the coal fields alive.

The most remarkable of these inquiries, though this one antedated the shooting, came from an institution of higher learning in Colorado itself. A lecturer, trying to discover the range of his students' interests, had asked them what they knew of the coal strike in their own state. In reply, they asked him if he could tell them how to get at the uncolored facts. He couldn't. After due deliberation, they turned to The Survey as their "best source." It was with considerable chagrin that we found ourselves unable to justify their faith so far as the immediate facts of the present strike are concerned. Had they been interested in the state of the steel market, the depredations of the corn-borer, or the shipments of live stock into Chicago, we should have known where to get the information they wanted. When it came to the social and economic facts responsible for the epidemic of unrest in Colorado, or the facts with respect to hundreds of thousands of men, women and children who are vaguely known to be suffering from unemployment and the deadlock between the miners and operators in the coal fields of Pennsylvania, Ohio, Indiana and Illinois, there was no authoritative source of information, public or private. Now that a few folks have been shot, we shall probably have the mobilization of official and unofficial investigations whose existence will be forgotten before their *ex post facto* findings are published.

But the guns of Scherf's men may have sounded a more effective reveille, since the largest employer of coal miners in Colorado is the Colorado Fuel and Iron Company, and that company is one in which John D. Rockefeller, Jr., has a controlling interest. A similar tragedy in the Colorado coal fields in 1913, culminating in the Ludlow catastrophe in April, 1914, led Mr. Rockefeller to retain W. L. Mackenzie King, former minister of labor and now premier of Canada, to work out a plan that would avert a recurrence of such disasters. It is the outstanding irony of the present situation that, while Mr. Rockefeller has made a sustained effort from that day to this to improve working conditions and the bases of industrial relations at the C. F. and I. mines, the leaders of the strike and much of the press should have attempted to fix upon him responsibility for the deaths at the Columbine mine in which he has no financial interest whatever. Such distortion of the truth in the interest of sensational publicity is not only unjust to an individual, even though his prominence naturally tempts radicals to use his name as a symbol of "the system," but is also a disservice to labor itself and the progress of sane industrial relations. I feel this the more strongly because I believe that a vigorous carrying forward of the spirit that informed Mr. Rockefeller's initiative in launching the plan of industrial representation in his Colorado coal mines should logically culminate in full union-management cooperation, provided the United Mine Workers of America should modernize their program as the railroad shopmen on the Baltimore and Ohio, for example, have done.

I have already confessed that we here at The Survey have

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no inside sources of uncolored information about the origin and conduct of the present I. W. W. strike in the Colorado coal fields. But I have spent enough time in western mining camps and in the first-hand observation of I. W. W. strikes, to feel warranted in drawing a few general inferences from our sheaf of current press clippings and from *ex parte* statements to the public. To begin with, one may safely lay down the rule that such a strike as the I. W. W. have succeeded in "pulling" in Colorado is *prima facie* evidence of managerial incompetence and of the suspended animation of the "regular" trade unions. Moreover, the manhandling of the strikers—arresting them without due warrant, shooting them up, holding them *incommunicado* as if they were wild animals, is symptomatic of that psychopathic condition which Sam Lewisohn, himself an absentee mine owner, discusses so interestingly in the chapter on the Mental Hygiene of Employers in his book, The New Leadership in Industry. It arises when "inner feelings of uneasiness or guilt, which modern psychologists claim we all possess within our unconscious areas, have been stirred up," and makes those afflicted with it irrationally quick on the trigger. The behavior of the managers at the Columbine mine, owned by the Rocky Mountain Fuel Company, where the shooting occurred, when contrasted with that of George Morrison of the neighboring Morrison mine of the Clayton Coal Company, illustrates my meaning. At six o'clock one morning, some twelve hundred men and women, strikers and sympathizers, made the round of the mines in the "northern field." When they reached the Morrison mine, George Morrison welcomed them as if they had been old friends and neighbors and invited them to breakfast. That was the way his mind had been working, and he must have been prepared for the occasion. They all broke bread together and drank hot coffee.

"Any time you want breakfast, come on over," a reporter quotes him as saying; and he expressed his regret that they had not come before.

BUT at the Columbine mine, a deputy sheriff greeted them by reading an extract from the state law, berated them as trespassers and warned them to keep at a safe distance. Later, Columbine officials armed their guards with machine-guns and notified Governor Adams that the special police would shoot the first trespasser. Later still, it was at the Columbine mine that unarmed men and women were shot down by state troopers.

Unfortunately the spirit of the Columbine was much more widely prevalent in the Colorado coal camps than the spirit of George Morrison. An editorial in the Rocky Mountain News of Denver says that if the "reactionary element could have had its way at the State House the whole National Guard would have been in control of the coal fields, north, south and southwest, with a winter's job in hand." And while no violence has been reported from the C. F. and I. mines, even there armed men were much more conspicuous than breakfast-tables.

That statement is not intended to convey by innuendo more than it says. In 1924, the Russell Sage Foundation published a report on the Industrial Representation Plan in the C. F. and I. mines, based on some four or five years of intensive study. From that report one clearly gathers that while Mr. Rockefeller's own attitude is that of the breakfast table, the attitude of the resident management, headed by President J. F. Welborn, is not. From the date of its initiation in 1915, the report shows, the resident management, while giving obedience, usually under pressure, to the letter of the Rockefeller Plan, has kept its spirit in cold storage. As a result, its achievements have not been as great as they might have been, and its influence upon the labor attitude of other operators in the state has not been commensurate with the prestige of the Colorado Fuel and Iron Company. With due regard to its real accomplishments, the investigators of the Russell Sage Foundation characterize it as "an incomplete experiment." The employes have no effective voice in determining their wages. There is no adequate machinery for correcting the causes of grievances before grievances as such make trouble. While men are no longer, as in the days before the initiation of the plan, discriminated against for membership in unions independent of the company, restrictions under the plan are such as to make it impossible for the independent unions to function, although Mackenzie King, when questioned on the point, declared, "I believe in labor unions," and indicated his belief that the plan was a bridge to full trade-union-management cooperation. It was with this understanding that the national officers of the United Mine Workers, with whom Mr. King consulted when the plan was in preparation, said that they would be satisfied if the right of individuals to join the union was granted.

I recognize that the incompleteness of the experiment is in some measure due to the present sterile program of the United Mine Workers of America, who, under their present leadership in the soft coal fields, have met a complex and difficult economic situation with an idle parroting of the Jacksonville agreement. In Colorado, they have done nothing to capitalize even such opportunities for constructive criticism and cooperation as the Rockefeller Plan offers them. The one careful and thoroughgoing critical and constructive commentary has, as I have indicated, come not from the union but from the Russell Sage Foundation. But this is no reason why the spirit of statesmanlike initiative which Mr. Rockefeller personally carried into Colorado after the Ludlow tragedy should be permitted to flare and funk like an untrimmed lamp. An I. W. W. strike is never in itself the disease; it is almost always the symptom of managerial incompetence, especially when to managerial incompetence is added the incompetence of regular trade-union leadership.

The Rockefeller Plan needs oxygen. It is of national importance that it should not remain "an incomplete experiment." If Mr. Rockefeller and his very able corps of assistants should now be inspired to renew the initiative of 1913-14-15, the guns at Columbine may have sounded reveille to some better purpose than to the funerals of five men.

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One If by Land and Two If by Sea

By VICTOR S. YARROS

WHEN William Hale Thompson, mayor of Chicago for the two four-year terms 1915-23, was making his pre-primary campaign for the Republican nomination for mayor in the winter and early spring of the current year he laid particular stress on the issue of America First. It was second only to "dripping wetness" and neglect of prohibition. That slogan was never properly defined, but it was illustrated by repeated attacks, in stump speeches, upon Superintendent William A. McAndrew, head of the educational department of the Chicago public school system. Thompson charged McAndrew with disloyalty, lack of patriotism, subserviency to the British monarchy and pro-British propaganda in the class-rooms. Mr. McAndrew was accused, further, of having ordered the removal from the schools of the portrait of George Washington and of having refused permission to an organization collecting a fund for the saving of Old Ironsides to solicit contributions from pupils in the public schools.

Thompson repeatedly told the audiences that attended his meetings that, should he be elected mayor, he would "fire McAndrew"—that is, appoint a board of education that would obey a firing order.

The assaults upon McAndrew attracted little attention in the press or among intelligent persons. They were treated as ordinary electioneering bunk. Mr. McAndrew's patriotism and Americanism needed no defense, and received none. Besides, few people expected Thompson to win in the mayoral contest, Mayor Dever having made an excellent record and become identified with the cause of good government, and having the promise of support from tens of thousands of independents, Republicans and others interested in clean, efficient and decent administration of public affairs. However, Dever was defeated and Thompson elected—thanks, largely, to the German, Negro, Irish and anti-prohibition groups of voters.

Thompson says that campaign promises are sacred and must be redeemed to the letter and as promptly as circumstances permit. His promise to ignore prohibition was fulfilled forthwith, with the result, acknowledged by his own chief of police in a remarkably frank interview, that the gamblers, vice lords, panders and bootleggers ran amuck, advertised their trades in public places, made "protection" arrangements with police officers and regarded themselves as immune and safe.

The promise to fire McAndrew encountered difficulties. The Board of Education had a majority—appointed by Dever—that would not take orders blindly, and that majority had to be converted into a minority. A resignation or two, never explained, and the expiration of the terms of two or three trustees, soon gave the mayor his opportunity. The board was reorganized and one of Thompson's loyal agents was elected president despite the fact that nothing in that gentleman's career, standing, affiliations and known traits pointed to the smallest degree of fitness for so important and responsible a position.

The majority of the board lost no time in taking up the case of Mr. McAndrew. Some one was hired to read the reports, pamphlets, editorials and addresses of the superintendent and to find therein evidence of heresy or disloyalty. The report of the investigator was negative—Mr. McAndrew had never said or done anything unpatriotic! But the mayor insisted on his elimination, and at last, after months of toil, an indictment in some eighteen counts was drawn up against him and his suspension—with loss of salary—ordered by the majority, the pro-Thompson "six." Charges of insubordination were added to those of disloyalty, poor Americanism and contempt for the "founding fathers."

The trial of McAndrew by the Board of Education—a trial by a packed jury—was begun late in September and at this writing has not reached even the first of the many counts in the indictment. The board is not anxious to reach those counts. Its attorneys claim, however, that in due time the specific charges will be taken up and the defendant required to answer them all. Meanwhile witnesses have been put on the stand from Seattle, Washington, New York City and other distant places to prove that there has been carried on a systematic, nation-wide propaganda in behalf of British imperialism, the reannexation of the United States to the mother country and the restoration of monarchy in America. The witnesses have offered opinions, guesses, arbitrary personal interpretations of facts or utterances in support of the central contention—that the alleged propaganda is subsidized by British capitalists, and that many American professors or

Kirby in New York World

"If I catch you inside the city limits I'll run you in"

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teachers of history have been corrupted, bribed or ensnared by flattery and coveted social recognition.

Of course, McAndrew is not responsible for the alleged propaganda or its alleged horrific fruits, but the theory of his judges or prosecutors is that it was his duty, upon arriving in Chicago to take charge of the schools, to read all the text-books in use in the Chicago schools and throw out any history open to suspicion or plainly anti-American or pro-British! Not one of the books complained of was introduced by him; all had been selected by Thompson's school superintendents during his previous terms of office, but these circumstances have not been taken into account.

THE fact is that few thoughtful persons in Chicago have taken the trial seriously. At clubs, in homes, in settlements, at ministers' meetings, the trial is called a political farce, a burlesque, a mockery, what not. Yet it is recognized that the affair has a serious and tragic side. Are politicians and tools of politicians to censor school and university histories, to defame distinguished scholars who have devoted their lives to the pursuit of truth, to garble and distort careful statements, either through ignorance or malignity, and compel scholars to assert and publicly defend their loyalty? This is the question asked by thousands of sober-minded men and women in Chicago.

So far as the charge of insubordination is concerned, it grows out of an order of the school board which was attacked in a lawsuit and to which Mr. McAndrew was made a party defendant. Inasmuch as he was not in sympathy with the order challenged—which had to do with the transfer of certain teachers acting as clerks—he frankly informed the court that he was not responsible for the action sought to be enjoined and did not care to oppose the injunction. The attorney of the school board resented this attitude, but admitted in open court that Mr. McAndrew had the right to adopt the position he did and to select his own attorney or file his own distinct pleadings in the case.

The Chicago school law—regarded as a model law by many educators—gives the school superintendent a position of great responsibility, commensurate authority and large independence. He is not merely "a hired man;" he has his own prescribed duties, functions and prerogatives. His recommendations may be rejected or modified by the board, but the latter is obliged to receive and consider his recommendations as to all matters affecting the educational department of the school system. The charge of insubordination will have to be passed upon in the light of these basic principles of the school act.

Mr. McAndrew expects to be found guilty and dismissed. His term expires next January, but it is doubtful whether the trial, at the present rate of "progress," can be finished by that time. The issues in the case are eventually to be taken into the courts, not so much for the sake of Mr. McAndrew, whose reputation is quite secure, as for the sake of the principle involved and the security of other superintendents in Illinois.

So much for the school drama.

The other little drama, with the public library as the villain, staged by Mayor Thompson and some of his lieutenants, is more amusing and less sinister. According to Thompson, he promised the voters in his campaign to clean up the public library as well as the schools, and he has demanded the resignation of such members of the appointive library board as are not prepared to raid the shelves and order the removal or destruction of books vitiated by pro-British or anti-American propaganda. The directors have paid no attention to the demand for their resignations and have taken the position that a library is a store-house of knowledge and a place where a student can freely ascertain all opinions and shades of opinion. Thompson singled out Dean William Ralph Inge's book, entitled England, for attack and cited passages in it that criticise American notions and American habits of mind. He complained of a circular sold at the library and sponsored by the American Library Association, because that circular recommended Dean Inge's book along with others and, in general, advised "reading with a purpose" and earnest consideration of views different from one's own. He even asked the corporation counsel to tell him whether the librarian and the directors of the library have not "committed an indictable offense" by selling a circular in a "free" public library.

However, he has denied the report that he had ordered the spectacular "burning" of all anti-American books in Grant Park, the artistic center of Chicago. On this point the record is not clear or complete. What is certain is that one of the library directors, when requested by the mayor to read and report to him upon alleged unpatriotic or un-American books in the library, impulsively and fervently bettered the instruction by announcing that he would censor and remove not only pro-British books, but all socialistic, communistic, revolutionary and immoral books as well. That was in truth a large order; had it been carried out literally, the public library would have lost half of its treasures or been reduced to a five-foot shelf!

Fortunately, the utter absurdity of the enterprise soon dawned even upon the mayor's agent and censor, and he, be it said to his credit, readily appended his signature to the general repudiation by the library board of the mediaeval and obscurantist function that was sought to be imposed upon it. That straightforward, explicit statement was a severe rebuke to the mayor, and although he pretended that the people had issued a mandate to him at the election to cleanse the public library and make it 100 per cent American, his rejoinder fell flat, and was greeted in the press with contemptuous remarks.

FOR the present the public library is safe. The directors "stand pat" and intelligent public sentiment is with them. However, the terms of some of the directors have expired or are expiring. It is very likely that the mayor will soon gain control of the board and have a majority as pliant and as willing to accommodate him as are "the six" on the board of education. It is possible that we may have a library trial after the McAndrew trial. The intentions of the mayor are not known even to his closest political or personal advisers. Injunction suits are pending to challenge his authority to raid the library and destroy books purchased with taxpayers' funds or accepted as gifts.

We shall see what we shall see. Certain it is that scores of civic, educational, philanthropic and other organizations in Chicago have shaken off their lethargy and have decided to watch the City Hall and fight for reason, fairness and decency. Good may thus come out of evil.

One of the bizarre by-products of the school-library farce deserves notice here. The school system publishes a valuable and informing monthly Journal—said to be the best in the country. It deals with the thousand and one technical-pedagogical and administrative questions that interest prin-

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cipals, teachers, assistant superintendents, supervisors and others. It publishes one general article in each issue. A recent issue contained an article by Norman Angell on international peace and the way to preserve it. That article was declared repugnant to the "America First" slogan, but the mischief had been done. The current issue was to have carried an article by Professor J. Paul Goode of the University of Chicago, a noted geographer, a scholar and a very popular lecturer. It contained the following sentences:

We in America, in the present moment, need to acquire the international mind and to work for right relations between all nations.

The right study of geography establishes an understanding of the problems of other people, emphasizes sympathy, recognizes virtues and promotes the "square deal" between nations and groups, breaks down barriers and works for international peace and world citizenship.

Not only was this article condemned and ordered to be deleted from the issue, but an edict went forth to the editor of the Journal that all articles and communications from professors or instructors of the University of Chicago were "barred" and tabooed, irrespective of their substance, manner and tone. The president of the school board had declared a boycott against the university, it being regarded as a nest of heretics, internationalists, propagandists of treason, what not! The ukase is now in full force and effect, the majority of the board having taken no action in the premises, despite the fact that one of the leading newspapers of Chicago suggested the curbing of the official Dogberry under the penalty of writing the school board down as an ass.

Meantime, according to the press and several civic societies, spoils and ignoble politics have been reintroduced into the school system. The merit law, according to charges not denied by those most concerned, has been flouted and trodden under foot, and employes have been dismissed or appointed at the bidding of ward heelers and precinct captains. Indeed, cards have been printed and distributed among school employes on which questions are frankly put concerning their political claims and affiliations. Resolutions have been passed by civic organizations in which the school board as now constituted is described, mildly and politely, as "politically minded" and disposed to sacrifice the welfare of the children and the security and confidence of the teaching force to the greed of spoils machines.

Mr. McAndrew, as everybody knows and admits, persistently and successfully fought politics and spoils in the school system and thus bitterly offended various aldermen, ward bosses, relatives of incompetent teachers and weak, unfit members of the school board itself. His office was shunned by politicians and favor-seeking citizens relying on pull.

Why Count Noses?

The Social Uses of the Census

By HAVEN EMERSON, M. D.

Thou hast multiplied the nation and not increased the joy. They joy before thee according to the joy in harvests, and as men rejoice when they divide the spoil.—Isaiah 9-3.

THE constitution says it is for reapportionment; telephone companies and social workers want folks counted by families; the hundred-per-centers hunt for aliens; churches and Ys search for like-spirited souls; school boards must trace the illiterate and obligate pupil; and planners, boosters, engineers and tax officers, water boards, transit commissioners and consumers' leagues, health officers and nurses, politicians and insurance agents, doctors and sanitarians show a constantly mounting curiosity about the who and where, the whence and why, of their colleagues in collective existence.

The tangible convenience of metal coin and its transient representative in paper has trained us to record material possessions in integers and decimals, and, by the process of personal suffering for loss or error in money accounts, we have in the course of generations grown accustomed to an adequate accuracy of monetary bookkeeping. Then come along the social philosophers and accountants and tell us that our human wealth is at least five times the value of our accumulated possessions.

The query pops to mind, why are we so careful in tracing the dollar while showing a naïve indifference to the lads and lasses who make it and then quintuple its worth by their living?

Article I, section 2 of the Constitution of our country provides a decennial enumeration of all the people for purposes of reapportionment so that each representative in the Congress may speak for approximately an equal number of citizens. We are still waiting for any such use to be made of the 1920 federal census. The party in power is content, and the Constitution seems to be of tardy concern to politicians.

For a people who pride themselves upon their up-to-dateness "it is to laugh" that we are still traveling in a 1910 model by which our 435 congressmen become each year more out of step with the distribution and volume of population. So rapid are the responses to new industries as in Detroit, to land booms like those of Florida and southern California, that we must soon have a federal census each five years, as Mr. Hoover has already urged.

The very essence of self-conduct in government, man's first compact with himself to establish a territorial representative system based on population statistics, was an innovation worthy of the youth of democracy. Shall we sneer at statistics when the fathers planned so well for us? Is our memory so short that we should willingly revert to a status when man was a mere uncounted pawn of government? Only by exact knowledge of persons can we weave our own particular contribution to social welfare into the fabric of our future, and use our human bookkeeping for purposes of security against class government.

With the exception of William the Conqueror's Domesday Book in 1086 and the enumeration of the people of Sweden in 1749, our federal census of 1790 was the first national counting of population. Yet so indifferent to the make-up, as distinct from the numbers, of our people were the congresses and government of our first half century that not until 1850 were the native-born and foreign-born of the country separately tabulated. As we struggle between a sense of pride in the generosity of the elder generations who saw all immigrants as assets, economic and political,

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and an acute fear of national indigestion from trying to absorb racial incompatibles, we can but wish there had been less provincialism and more discrimination back in those decades when although individual slavery was tolerated for the blacks, there was universal emancipation for the whites by the route of popular democracy.

New York in its state census of 1845 is to be credited with the innovation of recording and counting by countries of birth. This was a big step forward in the social uses of census practice but the marshals who made the enumeration employed only the crudest of tabulations of the foreign-born and that under five headings:

Great Britain or its possessions	277,890
France	10,619
Germany	49,558
Other Europe	8,222
Mexico and South America	977
	347,266

(Mayor Thompson of Chicago please take notice.)

The federal census of 1850 credited New York State with 655,224 foreign-born but offered no distribution of them by country of origin.

That wise and practical visionary, James Madison, had urged the listing of occupation in the first 1790 census only to have his proposal rejected by the complacent and economical Senate. In the early enumerations for which Congress determined the items without the help of statisticians, or technical experts, the following listings were made of each household:

The heads of families
The number of white male persons over and under sixteen years of age
The number of white females, without classification by age
The number of slaves

IN the latest, most complete of our national countings, the federal census of 1920, twenty-nine items were listed in the population division alone, and the political subdivisions of states, cities, counties or enumeration districts by which these most intimate demographic data were presented for home-town consumption numbered 87,234. Whole encyclopedias of information were collected at the same time dealing with agriculture, including irrigation and drainage, with manufactures, mining, quarrying, and with forestry and lumber products.

Waste of time, condoning of wide errors of record, and spendthrift use of the people's money were characteristic of the censuses for a hundred years although the reason for these did not pass unremarked by qualified and loyal government officers.

Mr. De Bow, superintendent of the seventh census in 1865, put the matter in a nutshell.

Unless there is machinery in advance at the seat of government no census can ever be properly taken and published. There is a peculiar education required for these labors which comes neither from zeal nor genius, but is the result only of experience. They are the most irksome and trying imaginable, requiring inexhaustible patience and endurance, and baffling almost every effort after accuracy. Long familiarity can alone secure system, economy, and certainty of result. This office machinery exists in all European countries where statistics are the most reliable, but there has been none of it in the United States. Each census has taken care of itself. Every ten years some one at Washington will enter the hall of a department,

Buried in the Census

DR. EMERSON is chairman of the Cities Census Committee which sent a communication to Governor Smith of New York charging that the appropriation for the state census of 1925 had been so badly administered that a sum sufficient for both enumeration and tabulation had been all spent with the tabulation for only two counties. The governor ordered an investigation of the conduct of the census by Florence E. S. Knapp, during whose term as secretary of state it had been carried out. Hearings on the charges of waste and neglect of public funds made first-page news for several weeks. Here Dr. Emerson tells of the invaluable social information which has been lost—or left buried in untabulated returns.

appoint fifty or a hundred persons under him, who, perhaps, have never compiled a table before, and are incapable of combining a column of figures correctly. Hundreds of thousands of pages of returns are placed in the hands of such persons to be digested. If any are qualified it is no merit of the system. In 1840, returns were given out by the job to whoever would take them. In 1850, such was the pressure of work that almost any one could at times have had a desk. Contrast this with the English system and reflect that one individual presided over the census of 1801, 1811, 1821, and 1831. In Washington, as soon as an office acquires familiarity with statistics and is educated to accuracy and activity, it is disbanded, and even the best qualified employe is suffered to depart. The government may rely upon paying heavily for the experience which is being acquired.

A matter of forty years passed before one of our immigrant inventors, Herman Hollerith, put into use an electrical tabulating machine which replaced the hand counting of individual records by the mechanical sorting of punched cards and thus really forced the government to invest in a permanent technical equipment and personnel for the 1910 census. The resourcefulness of a mechanic in making an almost intelligent sorting device replace almost unintelligent automatons, the hand sorting clerks, salvaged a mass of precious ore from the enumerators' data which had been mostly wasted as slag in the past.

At least now-a-days the values of census data are appreciated for the sake of their administrative and prophetic uses quite as much as for whatever political functions they still serve. Uncle Sam knows he cannot escape the job of the five- or ten-year balance sheet of his nephews and nieces; and, to check up the accuracy of the counting from house to house, he keeps careful track of the comings and goings of his family between times, the immigration and exodus from our shores and borders and those entrances and exits of our lives now recorded as births and deaths for almost all the nation. And so we grow nationally; as least in unit bulk.

But what of those empires *in imperio*, our several experiment stations in government such as the state of New York which has never held less than 8.7 per cent and often over 14 per cent of the people of the entire country and even now counts 9.8 per cent of all the folks of the states? They, too, are facing jobs worth doing through their departments of education, health, taxation, hospitals, labor, charities, for which up-to-date facts of distribution of human wealth must be at hand.

As booms in business or property do not follow any continental or national valleys, we find many a state caught unprepared in traffic lines and thoroughfares, sewers and water supplies, hospitals and eating houses, markets and open squares to serve our restless hordes as seasons, crops,

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strikes, floods, recreation or health pull or push the migrants from state to state, from county to county, from farm to city and back again with the flight of the birds. As to the four dates used for the time of federal census nose-counting, August 1 (1790-1820), June 1 (1830-1900), April 15 (1910) and January 1 (1920), it is now agreed that more of us in these United States stay at home on or about April 15 than on any of the other days of the year, so this is officially designated as population day for the 1930 and subsequent censuses.

Then too a well-grown race of people of this era with its life expectancy almost doubled since the first census is not satisfied without birthdays and since New York State set the pace in 1855 we are all of us listed in groups of five-year ages, to the great delight of all who dabble in figures. Apparently no one wants to know any more closely the age composition of a community so, although the age of each person is listed as of their last birthday, we are all of us sorted and put up in standard packages of five.

Just as Secretary Bigelow of New York State said a half century ago, the value of future census material will depend upon the organization of a permanent statistical bureau in the state government, with a director trained for and experienced in this kind of work, "whose duty it should be to secure to the state the benefit of every improvement made in any department of statistical science."

Curiously enough the most recent contribution to the present and future usefulness of population statistics came out of the practical immediate and local need of a Protestant minister to know the human make-up of the community he found himself devoted to. This minister, the Rev. Walter Laidlaw, became his own census enumerator and so divided his parish into districts and acquainted himself with the quality and quantity of his potential congregation that he could be a helpful social factor in the community.

ONLY if there is a permanent area for population enumeration and tabulation from decade to decade and all areas are of approximately the same size, particularly in cities, can the picture of populations be etched or engraved for reproduction. The census tract or sanitary district as first developed by the Federal Council of Churches, under Dr. Laidlaw's direction and put into use in New York City for the 1910 federal census, has an area of a bit over forty acres. In the other cities of New York State and in Cleveland and Saint Louis these permanent census areas are of 160 acres as nearly as planimeter mapping and the irregularity of streets permit. Other American cities must follow this principle of permanent area basis for enumeration units because their social and civic organization breaks down if in any industrial community of 100,000 or over an attempt is made to deal with the population administratively or socially as if it were homogeneous.

The history of New York State is not so very different from that of others that we need to think of it as exceptional but rather as a warning of the futility of letting outworn practices dominate and destroy a useful public activity. For decades, since 1825, New York State has made an interval census every ten years, thus supplementing the federal record half way from one to the next. As in the federal Constitution, so in that of New York State, the sole purpose of the census as defined is an enumeration of population for purposes of political reapportionment. Not until 1925 was a word put in the appropriating act which required the tabulation or publication of any of the information obtained, except as to the gross number of population by large units (counties, cities, and so on).

For fifty years, since 1875, the enumerators have collected the following points on each individual: residence, name, relation to head of family, color, sex, age, nativity, citizenship, occupation, and all the facts except citizenship and place of residence have been wasted or lost because of failure to tabulate or publish results. A great opportunity to bring social use out of a state census was offered in 1925, when the New York State legislature added the word "tabulate" with regard to the items included in the enumeration. Heart-breaking was the news that through incompetence or fraud, no money was left for the tabulation and publication as planned, and that the ten cents a piece it had cost to count noses and describe their colors and shapes was about 95 per cent wasted.

WHY spend $1,200,000 to get a basis for political reapportionment when the politicians do not like the results, and the rest of us lose such facts among the thirty-six tables which were originally promised and could have been published at a cost well within the appropriation, as the following:

Population of the state at each census (state and federal) from 1825 to 1925

Population, increase, and citizens and aliens, 1915 to 1925, for places 10,000 and over

Sex, color and nativity, for the state and for cities having 50,000 inhabitants or more, 1925, 1920, and 1910

Citizenship of foreign-born white, by sex, in urban and rural population by counties, 1925

Ages of the population by periods of years and by single years by sex, color, and nativity, for the state and for cities having 50,000 inhabitants or more, and 10,000-50,000, 1925

Persons attending school, by sex and age, and by color, nativity and age, for the state, and for cities having 50,000 inhabitants or more, 1925, and for places of 10,000-50,000

Persons 10 years of age and over engaged in gainful occupations, by sex, color, nativity and age, for the state, distributed as urban or rural, and for cities having 50,000 inhabitants or more, 1925, and for places 10,000-50,000 population

Women 16 years of age and over engaged in housework, at home, by color, nativity and age, for the state and for cities of over 50,000, 1925, and in urban and rural communities

Country of birth of foreign-born whites, by sex and citizenship, for the state and for cities having 50,000 inhabitants or more, 1925 and 1920, and in places of 10,000-50,000

Families classified according to color and nativity of head and number of persons to a family, for the state and for cities having 50,000 inhabitants or over, and in smaller places, 1925

Statistics for wards, borough sections, or assembly districts of cities having 25,000 inhabitants or more, 1925

Sex, color, nativity and citizenship of foreign-born whites, by sanitary districts, for cities having 100,000 inhabitants or more, 1925

We must wait for Governor Smith's commissioner under the Moreland Act to get a definite answer to these questions. While we wait this disentanglement of the mess which our late secretary of state made of the human census of 1925, the agricultural census of the same year is fully available and includes tabulations more detailed than any yet published for those who own the cattle: (*Continued on page* 411)

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The Common Welfare

FLOODS AND FARMS

YOU may take your choice among newspaper dispatches and the opinions of various agencies watching affairs at Washington, as to whether the seventieth Congress will display the ripe wisdom of three score years and ten, or a case of senile decay. Both points of view were stoutly put forth as Senate and House gathered the first week of this month. In either case and in spite of the political jockeying in advance of a presidential election, measures of far-reaching social import will be up for consideration. Congress will surely do something by way of flood control, and the hope is that it may do something constructive at the source rather than try to bail out the lower Mississippi with a bucket. Farm relief, like flood control, has grown from a sectional to a national issue. Related to both are the government's uncertain position on Muscle Shoals, Boulder Dam and other power projects, and irrigation. In fact, with the questions of merchant marine and cruisers—not to mention prohibition—as outstanding on the agenda, it looks like a wet session.

MISSISSIPPIANS UNITED

THAT the people living in that forty-one per cent of the area of continental United States occupying the watershed of the Mississippi River can act in unison for a common objective was well demonstrated at the ninth annual convention of the Mississippi Valley Association at St. Louis, in mid-November. Delegates from twenty-six states and representing three hundred important river associations, trade bodies, chambers of commerce and the like, agreed on a common platform, on a common objective, on officers and directors. They sent a delegation to Washington to tell Congress at its opening this month what the Mississippi Valley States, which elect fifty-seven per cent of the senators and representatives, want at the expense of the federal government: The floods which menace life and property in the Mississippi and its tributaries brought under control; the navigable waterways developed and made available for dependable transportation; the federal barge-line adequately equipped and its service extended; the maintenance of an adequate American merchant marine. The convention asked that both the Democratic and Republican parties include in their platforms a plank approving the development of inland waterways for navigation and flood control, but it went on record as opposing a public works department, at least in so far as river and harbor work is concerned.

At the opening of the convention, discord was in evidence in many directions. Some state delegations felt that the Mississippi Valley Association should take vigorous action looking to a more rapid and effective development of the federal barge-line. Others desired a change in officers. Still others wanted a radical change in charter provisions and by-laws. But in the end all of these matters were adjusted; every resolution was carried by unanimous vote and all the officers were elected unanimously. As one delegate tersely put the case:

> The great problems of the Mississippi Valley, which we are asking Congress to solve, affect us all alike. We are all in the same economic boat. We know that if we stand together Congress will do what we need done. That is why we do not let any minor difference of opinion involve us on the major issues. That is why we are agreed to a man on what we want and on who we want as officers and directors. We want the flood controlled and the rivers made navigable, and every section is prepared to back up those demands with its votes.

President James E. Smith, Cleveland A. Newton, the association's general counsel, Secretary Lachlan Macleay, and others will remain in Washington throughout the session while each state delegation sees to it that a proper message from the voters back home gets to Congress whenever needed.

THE CHURCH ON THE JOB

CHICAGOANS in the throes of the situation Mr. Yarros interprets on another page of this issue, with Georges and dragons all mixed up in the imagination of municipal officials, may take a grain of whimsical comfort from a story told by Sir Arthur Salter. He was meeting with a group of Americans at Toynbee Hall in London and discussing the high fences of ignorance and misapprehension which criss-cross the map of the world and interfere with that common understanding which is our greatest surety for peace. The story was of an American and an Englishman who were going it hammer and tongs. The American raked up all the abuses that led to the Revolution and capped his arraignment with the charge that in the War of 1812 the British burned Washington.

"Dear, *dear*," gasped the Englishman, more than ever on the defensive. "I knew, you know, that we were charged with burning Joan of Arc but I always thought that George Washington died in his bed."

The story was retold by F. Ernest Johnson last week at the third annual meeting of the Department of Research and Education of the Federal Council of Churches of Christ in America. As heretofore, the dinner brought together social workers, educators, students and other "interested laymen" as well as churchmen. A dozen ten-minute speeches indicated the broad interests and activities of the department. New techniques of industrial research, the Western Maryland strike, inter-racial understanding, the relation between ideals and habits, workers' education in Passaic, world peace, ways of making the department's studies more widely available—the list of themes would have surprised and possibly scandalized an American minister fifty years ago as suitable subjects for a "church meeting."

The occasion was significant as a statement of the program of work of an important group within the modern Protestant church. It was also important in revealing this group's emphasis upon understanding—upon factual knowledge, careful study, unprejudiced conclusions, in meeting some of the immediate problems of the going world.

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A BRIDGE TO AFRICA

LOOKING back over the crooked road of modern imperialism, the future historian may find at the fork—what? A modern school—meaning by that a progressive program of native education calculated to develop leadership and based on the preservation of the best elements of native culture. For without some agencies for preparing the primitive peoples for increased participation in government and in their own development, the new principle of trusteeship in colonial administration will turn out to be only a clever feint. Behind it, shielded from effective criticism and protest, will continue the old game of ruthless exploitation. The active carrying forward of the educational side of colonial reform is the surest touchstone of its sincerity.

It is encouraging, therefore, to note on the American scene the presence of three active exponents of this new school of English colonial policy, one from West Africa, one from South Africa, and the other a member of the British government's advisory committee on native education in the tropical African dependencies. They are all here primarily to observe the methods and detail of Negro education and advance in the United States with a view to constructive improvement of the system of African training in which they are interested. They have visited, with mutual interest and profit, our chief centers of Negro education, collegiate and industrial, as well as the more progressive Negro communities. These visits, like that last spring of the member of the Permanent Mandates Commission in supervisory charge of native education, are in a sense, return calls. They are primarily a response to the American initiative which sent out, under the auspices of the Phelps-Stokes Fund, two commissions of educational survey to East and West Africa.

Beyond that, they are a first bridging over of the foreign and the domestic ends of the race problem. They link up constructive efforts on three continents to resolve it. Over this bridge eventually must pass not only the casual observer and the pioneering colonial official, but constant exchanges of special students, trained workers and experts, and envoys of understanding, good-will and cooperation. For it becomes apparent even now that the progress of the Negro in the country which once enslaved and then freed him, is the advance guard of his world development. In ways little anticipated, American methods and resources have here another promising field of expansion and influence. These visitors more than tacitly admit this; they come to do more than make the academic comparisons of distinguished British visitors of some years ago, like Lord Bryce, Thomas Archer, Sir Harry Johnston, and Maurice Evans. They frankly seek American interest and cooperation, and have as well something to offer in exchange.

From London comes Dr. J. H. Oldham, secretary of the International Missionary Council, quiet, unpretentious, but a man whose rare experience and sagacity are a force to reckon with. Dr. Oldham was one of the organizers of last year's educational missionary world conference at Le Zoute. He is a moving spirit in the official committee that is formulating the new British educational policy by which it is hoped to do nothing short of rebuilding the broken morale of native life in Africa. Their goal is revolutionary—to create a class of educated natives trained for mass leadership and not as a Europeanized elite seeking office and favor, often at the expense of the masses.

From West Africa comes the recently retired governor of the Gold Coast, Sir Gordon Guggisberg. Tall, erect, with the bearing that goes with a generalship on the western front during the War, but with the gifts of organization which come of his engineering profession, he is a disciple of the progressive Sir Frederick Lugard, first of the new order of English pro-consuls. Under his exceptionally successful eight years of administration, the Gold Coast has demonstrated in rich dividends of revenue and peaceful improvement the superiority of the new colonial economics. This is based on the cultivation of native products by small native proprietors on their own land as against the wasteful and demoralizing plantation system. He has proved the efficiency of recognizing tribal institutions and authorities under a modified regime of native courts and councils.

But General Guggisberg will perhaps be known to posterity most favorably of all as the sponsor of Achimota College, founded jointly by the government and the native chiefs as a training school of university grade for the practical and learned professions. In this project, for which he obtained revenues that upset all precedents in tropical Africa, he is still actively interested and for it he is seeking light and cooperation in America. It is certainly a new type of colonial officer who uses the unspent energy and accumulated prestige of a successful official career for such constructive, humanitarian work—a new type, whose long experience leaves him not disillusioned but confidently optimistic as to the capabilities of his former charges for the highest forms of civilized development. His solicitude is as to ways to secure for them the best opportunities for development.

From South Africa, finally, comes Professor Edgar Brookes, one of the official representatives of the Union of South Africa to the League of Nations. He is better known as an educator than as a statesman; one of the pioneers along with Dr. Loram of the fresh start now being made in the lagging program of native education below the tropics. The South African Native College at Fort Hare is now affiliated with the University of South Africa in which he teaches. Commissions for the drafting of plans for native education in law and medicine, and for the study of native life and institutions by the white barristers and civil service personnel in South Africa, have all felt the inspiring touch of Professor Brookes' courageous liberalism and expert counsel. These beginnings are all the more encouraging by reason of the admittedly conservative and unsympathetic attitude along these lines of dominant white opinion in South Africa.

Like the other two visitors, Professor Brookes is not only optimistic about a new era of native development in Africa, but convinced that to some extent American methods and American trained workers must play an increasing role in this development. Such unanimity from points of approach and observation so widely separated has an element of prophecy in it. America has more vital work to do in Africa than to hanker, with competitive envy, after colonial markets there. We shall share quite legitimately in the growing trade of a developing continent. But in the progressive solution of our domestic race problems we may have a chance to make a constructive contribution also to civilized self-development in Africa.

PEACE WITHOUT COMPROMISE

SIGNIFICANT in industrial annals was the dinner in celebration of the fifteenth anniversary of James Mullenbach's chairmanship of the Trade Board, under the labor agreement between Hart, Schaffner and Marx of Chicago

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and the Amalgamated Clothing Workers of America. Invitations were issued by Samuel Levin, representing the union, and Professor Earl Dean Howard of Northwestern University, the company's representative, before the Trade Board. The guests numbered over six hundred, all coming from the shops except the members of the firm, the office staff, and a few invited guests.

Many of those who participated in the settlement of the prolonged strike seventeen years ago, which led to this pact of peace, were spokesmen at the dinner. The superintendent of the great shops was toastmaster. Professor Howard frankly told how his relation to the company came from his inquiry into the strike and its causes. The lack of any permanent means of communication was found to be the main reason for the breach between well-disposed employers and employes. The transformations in personal qualities which followed the establishment of the standing agreement were illustrated, he said, by the changes observable in some former belligerents who were present.

Sidney Hillman also frankly recalled his pioneering experiences, vying with Professor Howard in paying tribute to the reasonableness of the firm, the fearless independence of James Mullenbach, and the genius of the late John E. Williams in settling disputes. "We learned more from the decisions against us than we did from those in our favor," said Mr. Hillman. The permanency of peace he attributed to the fact that the agreement provided for "conciliation without compromise." Both speakers took satisfaction in the fact that the joint agreement had proved profitable to the union in assuring permanent employment and to the employers in developing efficiency and increased product.

The women and men who at the time of the strike sought to mediate between employers and strikers while relieving the impoverished families of the latter, were referred to appreciatively by Professor Howard and Mr. Hillman—Jane Addams, Graham Taylor, Mrs. Raymond Robins and Mary McDowell.

What Mr. Mullenbach has achieved was an outstanding feature in all of the addresses except his own modest contribution. Awarded the fellowship for foreign study as the best scholar in his class by the Chicago Theological Seminary, he became a resident of Chicago Commons and pastor of its neighborhood church on his return from two years in Germany. Later he was head of the Chicago municipal lodging house and of the county infirmary at Oak Forest. While superintendent of the United Charities of Chicago, he was associated with John E. Williams in administering the compensation and relief funds for the families of the 251 men who lost their lives in the Cherry coal mine disaster. It was this notable achievement that suggested him for the adjustment of differences in the clothing industry.

The spirit of the dinner to Mr. Mullenbach gave token of the permanence of the Trade Board. Of this two guarantees were given. One was Joseph Schaffner's declaration shortly before his death that "the success of the labor agreement was the most satisfactory experience in my forty years of business life." The other was Sidney Hillman's assertion: "Here is a peace that makes it impossible to think of war."

DR. CROTHERS

OF the Rev. Samuel McChord Crothers, pastor of the First Unitarian Church in Cambridge, Massachusetts, a widely beloved preacher and writer who died November 9, Dr. Richard C. Cabot writes:

"I think that the greatest service rendered by Samuel McChord Crothers to his generation was to give us a true spiritual and historical perspective. Whatever twists and tortures of the soul, whatever extravagance and degeneracies we thought peculiarly the curse of our own time, he would show us had amazingly exact parallels in another age and in a highly respectable age too. And so when he made us see our crazes or our lapses as something that another century had met and overcome, we could face them more hopefully, more sensibly and with a smile. Yet no one welcomed more appreciatively the discoveries and inventions of our own time. His astounding grasp of the past never weakened his hold upon the present. Reformers, crusaders were sure of his sympathy. He read so many old books that it seemed as if nothing escaped him; but he kept up with the new ones too.

"Through this double capacity for spiritual perspective and for the spiritual appreciation of current life he was able to reassure, to fortify and to comfort an astonishing number of people, through his books, through his sermons and through his daily life.

"His humor, which played forever around and through his thoughts on almost any subject, was especially of the warming and clarifying type, never biting or mocking, always affectionate and reassuring. It was never introduced as a 'comic relief' or a foil to religious solemnity, but formed, I think, an integral part of his religion itself, because his sense of perspective and his warmheartedness were germane both to his humor and to his religion.

"I do not think of Mr. Crothers alone. I think of the Crothers family. The same sterling quality united them all and was voiced in different tones by each. In each the devotion to human service, which we like to believe is the dynamic of social work, is unmistakable. Three members at least of his family are busy in social work and are bringing into it the distinctive Crothers qualities, to be passed along without ceasing, though the ranks have now to be closed up as their leader and inspirer goes to carry on his work elsewhere."

GOLDEN RULE NASH

ARTHUR NASH—Golden Rule Nash—manufacturer of men's clothing, died in Cincinnati on October 30. His eccentric and picturesque personality had made him and his industrial experiment subjects of wide interest and controversy. The leading facts in his business career were summarized in the Graphic for May. Possibly the most significant commentary on his character is that at his death the members of the union which for years he had resisted and with which he finally joined forces should deplore his loss as irreparable.

The Advance, official organ of the Amalgamated Clothing Workers of America, of which Sidney Hillman is president, characterizes him as one of its most understanding friends and as one of the most constructive influences in the industry. From the time when he invited the union into his factory until his death, he consistently directed his energies toward making the workers and their union an integral part of his business.

He was not jealous of his prerogatives or of his authority, but counted union participation in management an asset. In the many developments of his business during the past two years—consolidation of his several factories, improvements in quality, changes in the process of manufacture, amalgamation

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with other men's clothing businesses in Cincinnati—he places a growing responsibility upon the union for planning and administering improvements in his shops. His dream of turning over his business to the workers and the union was not realized by him because of the union's reluctance to accept responsibilities for which it was not yet ready. Only a week after his recognition of the union, he proposed to its officers a plan of workers' ownership and management. Failing this achievement, he paved the way for growing union participation in his business. One of his last acts was to place upon his new board of management a representative of the union.

Here is revealed the most advanced experiment in union-management cooperation yet attempted in this country. It is a tribute to Arthur Nash that after two years he should have won the complete confidence and affection of men who had long held him in doubt in common with many of his critics. His death at the moment when this bold step toward industrial democracy had been taken is a severe loss to the progress of enlightened industrial relations.

HE SAVED MAYOR THOMPSON'S FACE

OUT of the confusion that seems to be Chicago comes the sudden news that Mayor Thompson has removed from office the exceptionally able health officer whom he himself appointed three years ago, Dr. Herman N. Bundesen, and has named for that post his own family physician, Dr. Arnold Henry Kegel. Dr. Bundesen's administration of the Chicago Health Department, his special campaigns for pure milk, smoke abatement, and health education, and his national services in disaster relief have received widespread public and professional recognition, culminating in his recent election as president of the American Public Health Association. His successor is not a member of this national organization of qualified sanitarians, and from the information at hand it appears that he has not had experience in public health save through a recent appointment as chairman of the medical division of Mayor Thompson's flood conference.

Mayor Thompson is quoted as declaring Dr. Kegel "one of the best surgeons and ablest medical minds in the country," adding "He made a new face on me in a week several years ago when I was burned in a gasoline explosion." But the complex technical work of municipal health administration is quite different from the making of new faces on mayors, or from medical competence in general. This dismissal of a recognized leader of the public health movement in favor of an inexperienced friend of the mayor, aged thirty-three, gives ground for even stronger emotions than the "surprise" which Dr. Bundesen himself expressed.

PSYCHOLOGICAL ARMIES

AN American college recently chose an event of scholastic significance rather than an unbeatable football team or a comic weekly to direct public attention to what is going forward on its campus. Wittenburg College, Springfield, Ohio, dedicated a new chemistry-psychology building with an international symposium on feelings and emotions which gathered together a distinguished group of scientists and philosophers and aroused wide interest in this small and little known institution. Dr. Joseph Jastrow of Columbia University, who had a part in the program, places it for the readers of The Survey in these terms:

The selection of the subject is a notable indication that the emotional nature of man is at last receiving the attention of his intelligence with which it is alike legitimately and mistakenly regarded as conflicting. Here is the concentration camp of many psychological armies not otherwise cordially disposed. The behaviorist (especially when he forgets to wave the red banner of dissent) recognizes this stimulus or drive as the clue to behavior; and the physiologist reduces all or much to glands; the Freudian builds on it and sees in it the salvation and damnation of man and the mainspring of his being; the social psychologist discourses upon it in and out of season to explain humanity as it behaves on the hoof whether singly or in droves; the psychiatrist preaches that sanity lies in emotional control; and the maladjustments in education, family life, occupation and the compensations sought in a high pressured recreational whirl are taken in hand by the social worker in the reconstruction that the World War hastened. To keep our heads we must train our hearts.

It can hardly be said that this practical side of the interest which sustains the renaissance of emotional psychology dominated in the symposium, yet to Dr. Jastrow's mind it was felt as well as heard. There were gathered several hundred professors of psychology to listen to a score of papers on one and another phase of the problems of emotions by their American colleagues and a dozen contributed by foreign psychologists. They brought with them an academic atmosphere and in many cases a rather minute interest in phases of analysis and classification which is likewise a carry-over from the intellectualist field. There was less disagreement than divergence of interest. When the proceedings appear in book form it will be fairer to judge how far the impetus of this occasion advanced the insight into the emotional nature of man.

Dr. Slosson took occasion at the joint banquet of the chemists and psychologists to impress upon his dual-minded audience the fact that mind when properly reduced to fundamentals is a humanistic branch of chemistry, by virtue of which we are fearfully and wonderfully made. It seems safe to anticipate that the significance of this occasion will leave its impress upon the progress of American psychology. As Dr. Jastrow puts it, "With its customary bent for the practical, it will attempt to adapt what tangible points of view may result to the pressing problems of social adjustment."

IN PRAISE OF LEGS

IF YOU were invited to a "musical entertainment" at which the American Federation of Full Fashioned Hosiery Workers proposed "to sing out praises of the charming and elegant candor with which legs make their appearance today," would you or would you not go? We admit frankly that rain nor cold nor our own easy chair could keep us away. The recent announcement of the event, at the New York Civic Club, as sent out by the Research Department of the Full Fashioned Hosiery Workers, came with the pencilled comment of a colleague: "Too good to be true." Alas, it was even so.

In the last paragraph of his announcement, the press agent hit nearer the mark. There he quoted the secretary of the Civic Club (feminine) as saying, "So that the well-dressed woman need not be a Consumer in Wonderland when it comes to buying her stockings, we have invited Gustave Geiges, president of the American Federation, etc., to tell us, as an expert, how to select hosiery wisely. The hosiery workers' union believes that it can educate the present day American woman not only to select the most reliable and becoming brands of full-fashioned hosiery, but to also select those brands which are made by firms which

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afford good wages and conditions to their workers and who recognize the necessity for maintaining democratic relations in industry." And this was indeed the purpose of the meeting.

The temperate and colorful description of the conditions under which silk stockings are made, particularly in the important Reading, Philadelphia, and Indianapolis markets, the complex processes, the employer-employe relations which are as intricate as the machines and the swift, shining threads, deserved a wider hearing than that of the little group gathered in the Civic Club parlors mainly, it was clear, out of the same gleeful expectation of a good show that took us there. Mr. Geiges and his colleagues also made a convincing plea for consumer responsibility in maintaining decent working conditions and in fighting the "yellow dog contract," and they urged that wearers of silk stockings purchase only those made by the manufacturers (there are sixteen of them) who meet union standards in factory conditions and in their cooperation with their workers.

It was an interesting and an eloquent evening. And it is true that a charming young lady from Reading, whose extremities fully merited glorification—as did her smile and her voice and her intelligent musicianship—sang most delightfully some old French *chansons* and a group of English folk songs. But others in the audience besides ourselves left the meeting with a distinct sense of having been sold. We had been edified. We had been stirred. We had been charmed. But we had not heard the American Federation of Full Fashioned Hosiery Workers burst forth in "a paean of praise for legs."

COLORED

MARTHA LUM, nine years old, the daughter of an American citizen of Chinese descent, attended the Rosedale Consolidated High School in Mississippi until it occurred to somebody that her Mongolian features stood in the way of her being classed as "white" and that, since the constitution of that state provides separate schools for "children of the white and colored races," Martha would have to go to a colored school. The ruling was appealed and finally came before the Supreme Court of the United States. Chief Justice Taft, in delivering the opinion of that court, confirmed the right of the state to separate children in any way it may desire in its public schools and denied that a separation made on racial lines is in conflict with the Fourteenth Amendment. "The question here is whether a Chinese citizen of the United States is denied equal protection of the laws when he is classed among the colored races and furnished facilities for education equal to that offered to all, whether white, brown, yellow or black." This means, of course, that Martha must go to a colored school.

It so happens that a rather full account of the Negro school situation in Mississippi is available as a result of an investigation made last year by The Crisis on a grant from the Garland Fund. In Bolivar County, where Martha's suit was brought, the per capita expenditure for public schools in 1925 was $43.33 for white children; for colored children, $2.26. Moreover, there is not in the whole state a consolidated rural school for Negroes which Martha could attend. As things are, Martha has by court decision effectively been denied an education. A similar situation, it will be remembered, recently deprived quite a number of Virginia families, proud of their admixture of Indian blood, of schooling for their children since they refused to send them to colored schools. However, there happened to be enough of them for the city of Richmond to establish a special school for Indian children. The Chinese and Indian children affected by such decisions as these are merely a small fringe, of course, of the vast number of Americans unable to get any kind of schooling under the present law, for the discrepancies between the provision for white and colored schools even in the most advanced of southern states are such as to make the idea of equality a sorry joke.

The mortification experienced by Martha and her fellow-sufferers at being classified with the colored races is very largely due to this striking dissimilarity in educational opportunity and its obvious result in social status. If facilities for education were really equal, it might in a generation or two become a matter of indifference to parents of Mongolian blood whether their children associate with whites or with Negroes. But unless the American people change the Fourteenth and Fifteenth Amendments by the substitution of concrete for abstract rights, such equality will not even be approached in any of the states that segregate children by races.

GROWING PAINS IN THE CHEST

REPRESENTATIVES of the community chests of the country—there are 300 chests now and their combined budgets run up to $65,000,000—met on December 2 to make plans for a conference in Washington on February 20-21 to canvass the outlook for chests on the basis of their twelve years of experience. There are pressing local problems, such as what social agencies to admit to chests, how to allocate funds among them, how to treat the local branches of national agencies, and the growing question of the relation between chest money and taxes. In Cleveland, for instance, the chest raises more money than it does in Detroit, but in Detroit the city spends much more for social welfare, so that the two totals come out about even, and there seems to be a growing feeling in Cleveland that chest funds cannot be substantially increased until municipal appropriations show the way. Equally puzzling are the national questions. There are the familiar faces of the national agencies, which must raise their funds on a national basis, and that includes the people of the 300 cities where there are chests. And there is the counter situation of the local chest which finds that the gift of a large subsidiary of the U. S. Steel Corporation must be sought from a finance committee in Wall Street, a community without a chest and in part opposed to the whole theory of chests. Business has become national while chest money-raising continues parochial.

William Cooper Procter of Cincinnati is chairman of the Citizens Committee in charge of the plans for the convention, which includes business men and college presidents from many cities. Herbert Hoover is vice-chairman, and is to speak on The Human Welfare Responsibility of Community Chests. C. M. Bookman of the Cincinnati chest will discuss Aims and Opportunities and there will be eight meetings on eight practical subjects. President and Mrs. Coolidge are expected to give the delegates a reception at the White House.

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Science and the Traditional Mind*

By ROBERT W. BRUÈRE

LAST summer, a neighbor employed a newly arrived Austrian Mormon as cook and general house-worker. She was an alert, handsome old lady, diligent, dexterous, well-bred. She loved gardening, though the care of the garden was not part of her contract. On hot summer days, especially after a rain, she would hurry to the vegetable patch and dig out the stones, which in this region of an ancient moraine are without number. When asked why she thus risked a sun-stroke, her simple explanation was that in such weather "the stones grow."

"Do you mean *grow*, really grow like children?" my amazed neighbor inquired.

"Like children, of course," came the ingenuous reply.

Some years ago, a house-to-house salesman came to my room with an attachment for my telephone that enabled me to hear with both ears at once. It was inexpensive and highly effective. I bought it. Then an agent of the telephone company called my attention to a clause in my contract which made it illegal to attach any device not supplied by the company itself. I consulted an attorney—and removed the improvement. At the research laboratory of the supply manufacturing department of the company I was told that the device I had bought belonged to a man who would not sell his patent, that the company would in due course introduce an equivalent improvement itself. But there are millions of telephone instruments in the country representing more millions of capital investment. All these might have to be scrapped if the public got hipped with the notion that it couldn't live happily without a two-ear receiver. That was twenty years ago and I am telephoning with a single ear yet.

I turn to page 279 of the book under review—an unusually successful attempt to extract from British coal, first source of our modern mechanicalized civilization, its inner human significance for American as well as British readers—and quote this paragraph:

The transportation of coal from the mine to the consumer retains all of the antiquated characteristics of the late nineteenth century. Coal is still conveyed in privately owned cars, and the equipment shows little improvement over that employed in the early days of Britain's railroad history. The original practice of the British railroads of furnishing nothing but track and locomotives and compelling the shipper to furnish the cars in which his product is transported, though discarded in other fields, is still retained in the shipping of coal. Some 500,000 coal "wagons" on the British railways—almost three-fourths of those used—are still privately owned by some 10,000 separate owners who are either mine owners, factors, merchants, exporters, or wagon-owning companies. So, also, *since the track, the bridges, curves, and the tipples were originally constructed for little "bob-tailed" wagons of* 8, 10 and 12 *ton capacity, cars of this type still comprise the bulk of the rolling stock.*

The capacity of the standard coal cars in the United States runs at over forty tons, though some roads provide cars of one hundred and one hundred and ten ton capacity. But those larger cars represent an even larger investment. That is why upwards of half of the freight of some of our greatest railroad systems is raw coal, although the annual waste resulting from the burning of raw coal, instead of first extracting its valuable by-products by methods well understood, probably surpasses the total original cost of these systems. So, antiquated methods get themselves frozen into glacier-like traditions under which scientific intelligence is held captive until the sun of a vast economic surplus—as in the case of Henry Ford's abandonment of his old model and the total replacement of the manufacturing equipment that went with it—sets it free. That is why the diffusion of scientific intelligence among men is a matter of geologic time.

And men's minds take the set of the equipment they use. It is as a study of the psychology of economics that this book by Mr. Lubin and Miss Everett will richly reward readers who have no lively interest in coal. The British Coal Dilemma has a significance for all the world because it is fundamentally not an economic or technical dilemma; it arises out of the non-fusibility of two opposed traditions, two rigidly unyielding states of mind.

The mine owners, as they see themselves, have been at the very heart of England's economic development. Their forefathers owned the coal with which the Industrial Revolution was fought; they were associated with the epoch-making inventions of the late eighteenth and the nineteenth centuries. They watched their coal burn in the first steam engine and locomotive and saw the smelting of the first iron which was to pave the way for the machine age. They met the problems of their own industry with valor and determination; if the risk of life was great,

Woodcut by Hugo Gellert

* The British Coal Dilemma, by Isador Lubin and Helen Everett, Institute of Economics. Macmillan.

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the stake was England's position as a world power. Commenting on a statement that "under state control the dangerous mines could be shut down," the coal owners say, "had our forebears been men of this mould they would have withdrawn their primitive pumps as soon as gas began to make its appearance in the deepening mines, and resigned themselves to scratching the surface for the mineral wealth which lay beneath their leaseholds. Sir Humphry Davy and George Stephenson would have laboured in vain, and the nation would never have been other than a fourth-rate power.

England, our England! If women and men and children were sacrificed, was it not in a good cause? The destiny of the nation was not in the hands of statesmen but in those of colliery owners. And if that destiny is now threatened, let men prove the traditional English fiber; let them willingly work longer hours, take less wages in order that England's place in the world may be held secure. Royalties, profits? The colliery owners are but the trustees of the wealth of the mines for the good of all Englishmen.

The miners approach the dilemma from the opposite side. They see the greatness of England built out of their brains, muscle and blood. They want their place in the sun by the side of the owners.

Whatever is thoughtful and farsighted and faithful in the miners' movement cries out, "We want education and art and culture and a finer way of living. We don't know very exactly what it's all like, and we suppose it's too late for us as individuals, and we all drink too much beer, and bet too much, and all that, but we want what we don't understand, and perhaps shouldn't recognize, for our children's children. And, meanwhile, if you lay a finger on the usual quarter of an hour Saturdays that's always been customary at our pit we stop the whole coalfield till we starve. For that we do understand."

Tradition and custom, here too, frozen into habits of living as the colliery owners' habits are frozen in vast investment in antiquated equipment, both sides taking refuge in self-approving rationalizations that make the real difficulties more difficult than need be. And while these two traditions stand locking horns, the technicians' scientific plans for the integration of the industry and the modernization of its equipment remain plans on paper.

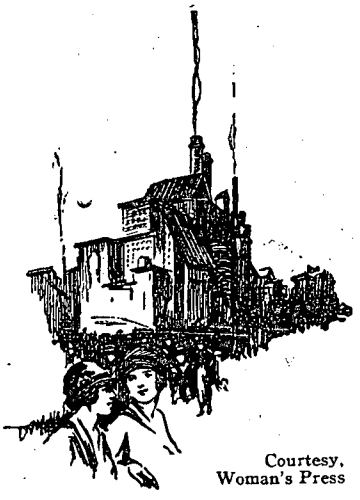
Meanwhile Britain's destiny hangs in the balance. Unless she develops the resources, economic and intellectual, to free scientific intelligence from the glacier of tradition and traditional mind, she may become a fourth-rate power yet, and take her place in history with her ancient rivals, Holland and Spain.

Fields of Adventure

By ELEANOR G. COIT

THE girls who attend the summer industrial conferences of the Y. W. C. A. are young and largely unorganized workers. To many of them, any sort of workers' education is a new idea and a new experience. One delegate wrote at the end of her ten days last August: "I have learned in this conference that one of the greatest fields of adventure is my work. And I was happy when I found out that our present system of business and industry has not always existed but that we have come through many changes in economic development. This made me wonder whether there may not be even greater changes in the future and whether I myself could not have a part in bringing about a better system."

The question of method is an interesting one in the flexible, recently developed workers' education movement in this country. Here, as in the "new" schools, the experimental approach seems the most hopeful way toward real educational experience. These summer industrial conferences supply a laboratory for one type of workers' education. They are held every year for ten days or two weeks in various parts of the United States (see The Survey, October 15, 1926, page 81). Last summer five such conferences were attended by more than five hundred girls from thirty-three states, as far west as Colorado, as far south as Florida. The girls represented many types of work, predominantly manufacturing and mechanical processes. They varied also in racial and national background. With one exception, the conferences were inter-racial projects in which both Negro and white girls participated, and the white girls represented thirty nationalities.



Courtesy, Woman's Press

The conference program is planned by a committee of wage-earning girls, working with industrial secretaries in each conference district. During the gathering, special committees are in charge of carrying out various phases of the program.

The 1927 conferences were like those that preceded them in that the main business of the day was the discussion of industrial problems vital to the workers present. A series of meetings on economic questions in relation to women in industry formed the focal point. These were not stereotyped lectures, but talks in which the delegates participated, and the leader's material was built around the experience of the workers. The importance of this was apparent in the tutorial groups where the discussions were continued and application made to the problems uppermost in the mind of each girl.

Several typical projects will clarify the method. A. J. Muste, director of Brookwood Labor College, led the discussion of one group on What We Mean by Workers Education. The importance of group solidarity among workers was underscored by the production of labor plays, and a dramatic representation of the use of the bargaining power of trade unions threw that question into relief. One group of delegates portrayed various ways in which industrial women enrich their factory experience through committees and councils, and trade union organization was emphasized here. Workers in unorganized trades and in communities with few resources for industrial workers have special problems. Several conferences emphasized ways in which girls so situated may discharge a growing sense of responsibility toward their jobs and their fellow-workers.

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Through committees and "interest groups" many paths were followed in the search for adventure. On Romany Day, for instance, the wonders of the out-of-doors world were made more real; the folk customs of the nationalities represented at the camp were often used; the poetry hour and morning assemblies discovered new beauty and meaning in life.

In studying the findings of the five conferences, several interest-peaks stand out: the consideration of factual materials relating to the problems of industrial girls—industrial history, the place of the worker in industrial life, questions about hours, wages and unemployment; international and interracial questions—the common interests of industrial women in all countries and the place of Negro women in industry; and finally the value of certain tools in dealing with these problems—workers' education, legislation and trade union organization.

Courtesy, Woman's Press

People often ask what the girls do with this experience. The year's activities should answer this. Participation in study groups directly related to the needs of industrial workers will be one method of follow-up. The further study of local situations involving the search for more factual material will be another. Following participation in the conference program the "carry-over" may be in new understanding by the girl of herself and of her place in the world as an industrial worker. These conferences are related to the field of workers' education inasmuch as they mean the consideration by workers of their own problems and the study of how they can best help in meeting these problems. The value of this experimentation by the Y. W. C. A. in the field of workers' education may be partly measured as the conferences lead on to further participation in workers' classes and schools—to Bryn Mawr, Wisconsin and the Southern Summer Schools, to Brookwood and to locally organized groups—and eventuate in social action by industrial workers in matters of moment to them.

Psychiatry in Business

ELABORATE cost accounting, daily balances, current inventories, cross reference files, systems of gathering and analyzing statistics, have cut down risks of business. Yet all these devices depend on the human factor which can, and with nerve-wracking frequency does, alter or completely upset the most scientifically guarded conclusions. It is to deal with this human variable that managers are trying to devise tools more accurate and objective than "common sense" plus costly trial and error on which they have so long depended.

In a report on his experiences with Psychiatry in Mercantile Life, V. V. Anderson, M.D., director of medical research for R. H. Macy and Company, a retail store in New York employing a force of ten thousand workers, points out the two elements in the problem: first, to isolate and adjust the difficulties in the life of the individual which keep him from doing his work effectively and so slow up the work of the whole organization; second, to devise better methods for selecting personnel, for determining which person is best fitted for the job that will be more dependable than the usual "trying 'em out."

Dr. Anderson marks off his work in five divisions: the psychiatric clinic for problem cases, which are referred by store executives or who voluntarily seek help in achieving a successful adjustment of personal or job problems; the study of promotional cases—promising executive material; the research or survey division "for conducting routine medical, psychiatric, social and psychological surveys of the employes and work conditions of any given department of the store;" and the perfection of employment technique which, through developing clinical interviews and devising and perfecting aptitude tests will cut down the number of problem cases in the store personnel.

The complete psychiatric study of the problem cases brought to the medical research bureau is made up of a social history of the individual, a study of his job behavior, a physical and a mental examination.

The social history covers physical and mental health, the family history, the family situation, educational history including academic education, vocational training and job experience, and finally employment history. The job adjustment study, made by the psychiatric social worker, includes the employe's attitude toward his work, toward his associates, his superiors and the public; his speed and accuracy; his neatness and order; his initiative, interest and concentration; his health problems and home problems and how he actually behaves on his job. A careful and detailed physical examination is made. In the mental examination use is made of various intelligence tests and special aptitude and ability tests, but greater emphasis is placed on the psychiatric inquiry into the entire personality and "the ways in which the individual's mind works, the main trends of his nature, the mental patterns he has established, his vital interests, his attitude toward the important life adjustments he has to make, the driving forces—emotional and instinctive—in his nature, his outstanding traits of character and the presence or absence of disabling mental disorders or defects or personality difficulties."

Dr. Anderson has found that he has to deal with four general case types. Where individuals present such physical and mental distortions that attempts at adjustment and development within the store organization would be effort wasted, a recommendation for a "lay off" is made. Such, for instance, is the case of Miss A., age 26, who "resents authority, is uncooperative and has a feeling of being very important," according to the executive who referred her to the clinic. Miss A. proved to be a large, over developed, fairly good looking young woman, well dressed according to a rather florid taste. She came to the Conference Office with a broad grin on her face and an air of elation, refusing to submit to psychological tests or to talk with anyone except the director. "I can't have my time taken up with trifling things," she announced. Miss A. talked incessantly, changing from one subject to another so rapidly that she often left one sentence half finished to begin another. Her work record showed that her job behavior corresponded with her mental caprice. She worked with a great pressure of activity, flying from task to task, but accomplished almost nothing. The clinical examination revealed that she was suffering from a well-known form of mental disease and was

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in need of sustained hospital treatment. She was not a case for adjustment on the job.

More discouraging than those cases which are clearly beyond the store clinic's scope are those which give promise of successful adjustment but which after careful psychiatric treatment fail to improve. Mr. B., a man of sixty, though he gave his age as fifty-five, made a splendid first impression. He was tall, carefully groomed, with a low, well-modulated voice, a soft Southern accent, unusually good use of language, and formal, courteous manners. Inquiry revealed that he had limited schooling but had read widely to gain a good vocabulary and a speaking acquaintance with a variety of subjects. He was unmarried and had spent his life as a clerk or floorwalker in New York department stores, staying only a short time with each, and punctuating his employment with Wall Street sprees, during which he speculated as wildly as his meager savings allowed. After each venture in the Street he returned to store employment, but was never able to remain longer than a year in one position because of the "dishonesty, underhand plotting, secret manoeuvering and chicanery of personal enemies, people who imputed to me motives and conduct that were but the reflection of their own unethical lives." In Macy's he had encountered the same difficulties. "There are things going on in this store about which the management knows nothing. They are very subtle. They are secret, but a shrewd man can see through such people. Of course the management does not know a good man, because of the hordes of malignant people surrounding it." Because of his unusually pleasant manners and his success in meeting the public, it seemed worth making an effort to help this obvious paranoiac. But every attempt to help him sublimate his obsession failed. The friction that resulted from his attitude toward his associates and his superiors finally compelled a "lay off."

THE psychiatric clinic spends most of its effort upon employes who, after careful study, the director feels can be adjusted within their present department with advantage to themselves and their jobs; and those who can probably be adjusted through transfer to another department.

Miss C., age 20, was referred to the clinic because of her unsatisfactory work, her poor health, and her "stiff, formal, impenetrable attitude" which handicapped her in contacts with customers. Miss C. was a nice-mannered French girl, but excessively shy and retiring, too preoccupied with her own concerns to be a success as a salesgirl. Her father is dead, her mother and brothers and sisters in France, and she herself leads a lonely life in a girls' club where she does not feel at home. She suffered from indigestion, headaches and insomnia. The clinical director talked over her health and job difficulties with her. He taught her some of the principles of physical and mental health and arranged a careful treatment program. She was intelligently cooperative and began to improve after her first contact with the psychiatrist. Six weeks later the buyer reported to Dr. Anderson: "Miss C. has astonished everyone by turning in the best books of the department. Her sales record has been excellent and the girl herself is much brighter and better. I am delighted with the results in her case."

Miss D. was taken on as a cashier. She was sent to the psychiatric clinic because of her inaccurate work. Intelligence tests gave her an I.Q. 88. She proved to be slow in speed tests, fair in learning ability and poor in accuracy tests. "She does not concentrate well on the things at hand," the assistant who examined her reported, "showing a definite tendency to mental revery. She has a good general appearance. There is considerable emotional upset." Miss D's mother is dead, her father remarried and the home situation is such that she lives in a boarding house having, as she feels, been "put out of my father's house." On Dr. Anderson's recommendation Miss D. was transferred from the cashiers' to the sales department. She liked selling and was said by her supervisor to be "a good worker." She remained under the care of the psychiatric department, her weight was brought up to normal and her attitude toward her situation has slowly but consistently improved. "Her health is now excellent and her sales are good. She has received close psychiatric guidance and has done so well that recently she has been promoted to a junior executive job as head of stock."

These cases, taken from a much larger number included in the report, are fairly typical of the problems referred to the Conference Office. In his report Dr. Anderson, taking twelve hundred employes as representative of "the run of the store," found that 19 per cent of the sales people in that group and 23 per cent of the non-sales force were problem cases. Many of them were actual liabilities. After several months' work, 67 per cent of these five hundred problem employes were still in the store; 23 per cent had been laid off, many of them on the recommendation of the Conference Office; 7.8 per cent had resigned; .2 per cent were pensioned and .2 were out because of illness. Of the active cases, 40 per cent had been adjusted and 44.7 per cent were still under observation. Dr. Anderson points out that "if half our problem employes can be adjusted on the job, while continuing at work, there is not only an enormous saving in employment, training and placement of new people but (and this is of much greater significance) the individual problem worker becomes of some satisfaction to himself as well as to others, an asset not only to business but to the community at large. At the same time, industry and business assume an obligation long neglected for the prevention of work failures which later result in social problems that become the burden of the community at large."

He adds, "The old time doctor used to treat his cases without much serious effort at examination and diagnosis. The empirical methods involved in relieving symptoms were the principles he followed. But modern medical science has supplanted this method with the fundamental principle of careful inquiry and diagnosis before treatment. . . When we begin as a matter of routine to do this in personnel work, arriving first at a diagnosis of the human factors involved in work failure, a thorough study of the individual himself and his abilities and adaptabilities before undertaking to apply treatment facilities, then we shall have entered into a period of prevention of work failures."

THE REPORT of the California Industrial Welfare Commission makes a careful analysis of the effect in that state of the minimum wage regulations. According to this study, the minimum wage has not become the maximum; apprentices or lower paid workers are not being dropped on reaching their minimum wage to be replaced by higher paid workers; the highest paid workers have not had their wages reduced to equalize the additional wage paid by law; new industries are

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developing. An analysis of payroll reports of women employed in mercantile, laundry and manufacturing industries shows an increasing per cent of women receiving actual weekly earnings in excess of the minimum wage of $16 a week: 1920, 46.4 per cent; 1922, 54.3; 1923, 58.6; 1924, 62.7; 1925, 63.2. Payroll reports filed with the commission in 1919 under the $10 minimum wage showed 446 women earning $30 or over a week. In 1925, under the $16 minimum, 6,084 women received actual earnings of $30 or over a week. The record shows that in the three industries reported the number of establishments employing women has increased 100 per cent in six years. The number of women workers in these same industries has increased from 44,373 in 1919 to 76,566 in 1925.

A SUMMARY of the legislative activities of the different states in the child labor field during 1927 has just been published by the National Child Labor Committee (215 Fifth Avenue, New York). It is divided into two sections: first, bills that passed, both favorable and unfavorable to the child labor movement; second, bills that were introduced but that did not become law. Nine states are listed in the first section, twenty-four in the second.

THE FIRST twelve months of the Joint Board of Sanitary Control of New England is summarized in a brief report, Fighting the Sweatshop, recently published from the headquarters, 815 Little Building, Boston. The organization began its work with 109 factories, and the number increased to 121 during the year. Nearly seven hundred inspections were made, affecting about 3,000 workers, the majority of them women. The outstanding defects revealed by these inspections were lack of simple medical supplies, dirty toilets, lack of fire protection, glaring lights, common drinking cup and towel. The report states that, as the result of this first year's work, "Almost all the shops are better in some respects. Some have repainted and thoroughly cleaned house. Eleven have hired boys to clean up regularly. Thirty have moved to better lofts. . . . Of the original 19 factories originally graded 'C,' only two remain so."

A NEW PROJECT in the field of workers' education is included in the 1927-8 program of the Labor College of Philadelphia. While many trade unions have established industrial training courses for their apprentices, none of them has heretofore included instruction as to the need of the trade union movement for members trained in the theory and practices of organized labor. Now Electrical Workers Union No. 98, with the aid of the college, has organized a course which will combine both the technical instruction necessary to develop its apprentices in their craft and at the same time permit them to become acquainted with the history of the labor movement and the problems it must face. As a beginning all first year apprentices are compelled to attend these union classes. Attendance is optional with apprentices of the second, third and fourth years. The technical instruction is under the direction of an electrical engineer, while the labor instruction is given by Professor Jesse H. Holmes of Swarthmore College and by state and local labor leaders. The conferences which marked the work of the college last season will be continued (see The Survey, January 15, 1927, p. 524). Such a conference is now planned for January 28-9 on How to Organize the Unorganized. This will probably be a sectional conference, Israel Mufson, the director of the college announces, in which other labor colleges and central labor bodies of the surrounding territory will be invited to participate. As was true of the previous conference, the speakers at this gathering will include, in addition to labor men who have had organization experience, scientists and people in other callings who may throw additional light on the conference theme.

A COURSE in the prevention of accidents has been made a permanent part of the curriculum of New York University, according to the announcement of the American Museum of Safety. The president of the Museum points out that "Industry claimed 85,449 lives and caused 2,000,000 accidents in 1926 . . . and the course in accident prevention is one of the chief steps we are taking to provide safety leaders who will lessen or end this terrible loss. . . . In studying the deaths and injuries of 1926 we have learned that not more than 10 per cent could have been prevented by any additional mechanical guards or equipment. . . . Continuous and organized educational effort to make people think about avoiding accidents is most needed. At least 75 per cent of all the accidents that occur can be prevented. Methods of accident prevention in industries and communities have been made an exact science. We need only plenty of trained safety workers to see that they are put into practice." The New York University course which is "open to all men and women who have any connection or direct interest in accident prevention" will cover industrial safety, public safety and motor vehicle safety.

"THE GROWTH of the adult education movement as a rival of workers' education," as well as "the perennial controversy over the relation of education to propaganda" was responsible for the program of the fourth annual conference on some phase of workers' education held at Brookwood Labor College, Katonah, N. Y., last spring, the proceedings of which have just been published by a committee of Local No. 189 of the American Federation of Teachers. The papers and reports of discussion making up this significant little volume include a discussion of the meaning of adult education, the educational work of the Y. W. C. A., the Bryn Mawr summer school, American labor colleges and spare-time schools, the meaning of workers' education, workers' education in Great Britain, France and other continental countries, education versus propaganda, education as propaganda, and the education of propagandists.

LAST YEAR the Joint Administrative Committee of the Bryn Mawr Summer School voted to offer three scholarships in the 1927 session to women workers in industry in other countries. The scholarship was to include all the expenses of the two months period of the school, but not travelling expenses. The first international scholarship was awarded to Irene Pickup, an assistant shop steward from the Rountree Candy Factory in York, England, and the firm of Rountree made it possible for her to come over. Hilda W. Smith, executive secretary of the school states, "Not only did Miss Pickup have a great deal to contribute to the discussions of the labor movement and the problems of industrial workers, but her presence in the group helped keep out some of the personal differences that creep into economic discussions and gave them a real international aspect. The Joint Administrative Committee which has just met again has voted to continue these scholarships another year. We are hoping that in addition to England one or two other countries may be represented next summer at Bryn Mawr."

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When Disaster Strikes

By JAMES L. FIESER

SOME of the laboratories in which the American Red Cross developed its methods for disaster relief have faded in our memories: the Cherry mine explosion, the Omaha cyclone, the Ohio Valley flood, the Eastland ship disaster, the cyclones at New Albany and New Castle, Mexican famine relief, and the Salem fire are only a few of them. By reason of its size, intensity and variety, the Ohio Valley flood of 1913 with its dozens of administrative centers, was the big proving ground.

The frequency of disaster and its variety have mounted steadily since that time, perhaps in ratio to growth of population. The stories of Halifax, Corpus Christi, Pueblo, Tulsa, San Antonio, Lorain, the Midwestern tornado, the Florida hurricane, the Mississippi flood and now the St. Louis tornado, all have their own setting and in between are hundreds of smaller disasters everywhere in which Red Cross relief has played a part. We have learned that there is no immunity from disaster anywhere in the United States. The Lorain cyclone could have been thirty miles east and riddled Cleveland. The LaPlata storm missed Washington by only twenty miles. The Santa Barbara quake could have been somewhere else. During the past fiscal year, the Red Cross worked in seventy-seven disasters, counting Florida and the Mississippi flood each as one.

Out of all this welter of experience certain basic principles have been accepted and established. Need growing out of the disaster and not loss shall be the determinator. Primary interest rests upon family relief and reestablishment. The Red Cross does not assume governmental functions such as those delegated to the public utility and safety agencies. It cooperates with them. It does not accept administrative responsibility without financial control. After all it is trustee for a benevolent public and must give an accounting of its work. It limits its disaster work to bona fide disaster victims. Cash grants are reduced to the minimum. It gives its relief and does not make loans. Lending money is the responsibility of the financial agencies of the community. Funds given for a specific disaster are applied to that end only. In other words, no part goes into the national treasury. All family records and awards are confidential. Business rehabilitation only follows where associated with family relief and then only if funds permit.

In the disaster field an increasing flexibility has been developed so that all of the great personnel resources of the American Red Cross may be drawn upon to such degree as need and personal aptitude permit. Back of these are reserves of former disaster workers and the resources of the social agencies of the country. In 1926 there were 3531 chapters of the American Red Cross with a total of 9,000,000 members, directed by a permanent national staff. One chapter in five has a full-time secretary and frequently there are other workers as well.

Before the War, when the Red Cross itself was weak in numbers, the organization recognized certain selected charity organization societies as institutional members, definitely pledged to act promptly upon their own initiative or under direc-

Before the ruinous floods in New England had faded from the headlines, the newspapers brought word of death and destruction by explosion in Pittsburgh, by storm in Washington, D.C. Every four or five days the year round there is a disaster of greater or lesser magnitude in some part of the United States. Of many of these the world knows little; they are handled by the community through its local chapter of the American Red Cross, in accordance with the techniques worked out by the national organization. Others draw in the aid of permanent staff experts trained and experienced in disaster relief, the help of money and supplies sometimes demanding the resources of the government itself. How this network of organization and skill has grown up and how it works is told here by the vice-chairman of the American Red Cross, in excerpts taken from his address before the New York State Conference of Social Work, which was held at Troy in mid-November

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tion whenever disaster struck within their territory. They were also pledged to supply workers for this service elsewhere. Without this organic tie up, the same spirit of helpfulness on the part of social agencies continues to be the bed rock upon which much of our disaster program rests today, even though, with the extension of Red Cross organization and mobile units and disaster reserve personnel, calls for workers are usually limited now to the larger disasters. We now average a disaster somewhere in the United States every four or five days, and most of these are handled as part of the normal day's work.

If a disaster is small the chapter resources may be sufficient to meet the situation, always, of course, in accord with the policies and instructions of the parent body. In some instances even larger local disasters such as the recent St. Louis tornado may be handled by the local chapter. (See page 376 of this issue.) St. Louis has one of the best staffed, financed and directed chapters in the country. If the St. Louis chapter had not been so well organized the work would have been undertaken by the national agency as such.

Where a disaster covers a wider area but is of secondary intensity, the branch office staff often handles it. Where it is of major proportions the entire resources of the national organization, wherever located, are drawn upon. In such instances circumstances occasionally justify a Presidential proclamation, for the President is also president of the Red Cross. If the circumstances warrant it, the resources of the Government are often put at the disposal of the organization. During the past year, of the 77 disasters in which the National Red Cross worked, the United States federal support was forthcoming in two—the Florida hurricane and the Mississippi flood. You hear of few of these disasters. In fact, no general appeals for funds are made for them. The national treasury is drawn upon to supplement local collections and the work goes on quietly. During the past fiscal year, more than $1,000,000 was spent from the national Red Cross treasury in this way.

On November 11, 1913, a number of us, all then representatives of charity organization societies, held a round table discussion at the Ohio Conference of Social Work at Akron. At this round table we drew up suggestions based upon our own experience as local directors of relief at some point in the Ohio Valley flood area of 1913. Among other things we recommended that "a primer of Red Cross principles, fundamentals and methods of emergency and rehabilitation work" be prepared and that standard forms be prepared and described. Today thousands of copies of a manual, When Disaster Strikes, technically known as A.R.C. 209, are filed near at hand in every chapter office in the country. This manual contains samples of all forms minimumly necessary. Every executive in the case work field should have a copy.

AT that time we said that experience led to the preferred use of trained workers in responsible positions. This has been largely brought about. In the Florida relief work one fifth of the case workers of the country were used. There are of course many services, particularly in the emergency period, in which volunteers in large numbers are needed. Our recommendation that trained workers be used applied primarily to the field of family investigation and reconstruction.

We recommended the use of local representative impartial committees in disaster work. Every disaster today has its local advisory committee made up of outstanding representatives of the community itself. In large disasters there may be a state advisory committee also. In the Midwestern tornado (Missouri, Illinois, Indiana) area of March 1925, we had a tri-state committee of three acting as a coordinating influence between the states themselves. In the Mississippi flood we worked with the chairmen of the state reconstruction commissions appointed by the governors of Arkansas, Mississippi and Louisiana in a similar capacity.

We also advised against final cash grants in local disasters. We believed that it was infinitely better to relate relief funds directly to specific needs as discovered by our family workers. Final cash grants have largely disappeared.

Perhaps most important of all we recommended "that the methods pursued in rehabilitation work follow as largely as possible the methods of family work societies modified by consideration of time, available investigating force, funds subscribed, differences in cases of distress and differences in type of applicant and that such methods of inquiry and treatment be explained" in the literature of the Red Cross.

EVERY newly assembled mechanism works stiffly and in jerks when it starts. Our disaster workers are recruited from many fields and are accustomed to the special local slant of administration which their local societies or circumstances may direct. We also recognized that in an undertaking which must be speedy we were limited in our technical effort by the funds available.

In the dramatic emergency period as we get a glimpse of it in the press, the news reels and over the radio: rescue, reunion of families, food, shelter, first aid, sanitation, policing and countless other details, crowd for immediate solution. The citizenship is then at its best in generosity, courage and eagerness to work for others. The disaster stricken people themselves are nervous and demoralized and rush quickly to those who come to help them. The leading men and women of the community are willing to undertake the simplest tasks. They will carry mattresses, sort old clothes, stack buckets or give out sandwiches. Their own normal work will wait. There is also in this emergency period the work of reestablishing public utilities such as light, heat, transportation and communication. Most of these last are of course the responsibility of the public authorities and private business enterprises. Disaster relief workers occasionally dissipate their energies by concerning themselves with functions which they as executives should call to the attention of the constituted authorities. The primary business of the Red Cross Committee, usually supported by subcommittees for each, falls under the heading of food, clothing, medical aid, shelter, transportation and finance.

All of these merge over into the reconstruction period, the period in which an effort is made to set families upon their own feet, so that they may go forward again under their own steam. This period is of longer duration and is harder. Many volunteers drop by the wayside. Argument develops and sometimes brick-bats fly. You got too much help or I got too little. The leaders of the community press for more speed.

From the beginning a central office has been set up with branch offices as needed. Registration and a record of emergency aid has been established. Family visits have been started. Mass handling in camps or in groups gives way to individual treatments and for this we have developed a key of fourteen points:

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Name and nationality of family
Occupation and income of each member of family
Size and ages of members of family
Health of members of family
Itemized present resources
Itemized liabilities
Itemized actual losses
Help received from other sources
Help received from Red Cross
References and what they say about family
The plan of the family
The needs of the family
Special problems
The worker's recommendation.

Beyond the immediate needs of emergencies and economic rehabilitation, popular education in many fields of family life may be increasingly corollary to disaster of any size. It may be that we are just on the threshold of new contributions through the application of sound principles of psychology. Both children and adults show signs almost bordering upon shell shock following the nightmare of disaster. Not infrequently teachers will report difficulty in quieting children when dark storm clouds appear on the horizon months after the destructive storm has passed. One doctor told of recurrent visits to one home just for the purpose of trying to locate some hopeful idea in a mother's mind upon which she might again build a strong forward looking family spirit. He finally succeeded in awakening every motherly instinct for the protection of an eleven year old girl who for many weeks had carried the burden of the entire household. We already use the family case worker, the child specialist, the doctor, the nurse, the skilled rural farm agent and home demonstration agent, and many other aids. Perhaps we are just on the threshold of more skilled service in many of these fields.

In our family work we must never forget some of the economic background of particular disaster situations. In the case of Florida, the hurricane occupied a territory which had already been wrecked by the collapse of the land boom. We, therefore, found the most involved entanglements in mortgage and other situations and a tremendous amount of unemployment. In the present Mississippi flood area where agricultural needs predominate, the territory had been almost bankrupt as a result of crop failure, the boll weevil and poor prices for commodities either singly or in combination. As one man in Arkansas put it, farmers and planters in his area were just on the threshold of mortgage foreclosure when the flood hit them.

As I look at disaster work, I see three great outstanding needs. First, we must continue to improve our analytical approach to the need of the individual and his family. Secondly, we must come to understand more fully the great basic economic background of a disaster stricken people. In these two points we have need for simultaneous use of both the telescope and the microscope. In the third place, we must work together to locate ways in which disasters may be prevented and the relief of their victims expedited.

Limitation of funds only will prevent the Red Cross in ensuing years from playing an increasingly important part in the exploration of preventive possibilities. The Congressional charter itself says that the American Red Cross is authorized to devise ways and means for preventing these things. With a network of increasingly effective chapters over the United States and backed by an officership representing the leaders of 3,500 communities, it is not unreasonable to expect a decided momentum in preparedness for disasters by these committees. Where preparation is thorough it includes a review of disaster hazards. Once some of these are recognized organized steps may be developed which will result in their elimination. On a recent trip in the South the statement was made by an outstanding Mississippian that the Red Cross by indirection had done more through its program to focus attention upon the necessity for permanently controlling the Mississippi river than any other agency. This may or may not be true. It does seem unreasonable, however, to suppose that we should continue to tolerate some of the focal points of danger from fire, flood and tornado when they can be remedied at an expenditure infinitely less than the losses from disaster. Perhaps looking ahead cities will build their flood reservoirs before the flood takes place, eliminate the fire traps and reduce the hazard of destruction by wind storms through sounder municipal building requirements. Through these safeguards the number of families who will require case work later on may be materially reduced. No one knows where disaster will strike next. It therefore behooves our Red Cross chapters and the social agencies of their communities to understand one another before disaster takes place.

St. Louis Was Ready

By ELWOOD STREET

WHEN the tornado started its twisting course in southwest St. Louis at 1:05 P. M. on September 29, St. Louis was ready and equal to the occasion. A plan for just such an emergency as this had been worked out in detail two years before and was kept continually up-to-date. It was called into action by a meeting of the Red Cross Disaster Relief Committee at five o'clock, less than four hours after the tornado struck. The attendance was excellent, despite the lack of street-car service and the barricades to foot and automobile traffic set up by the fallen electric, street-car, and telephone wires, overturned trees and debris of every description which filled almost all the streets leading from the business district to the residential area.

By a fortunate coincidence the chairman of the Disaster Relief Committee, Alfred Fairbank, formerly manager of the Southwestern Division of the Red Cross, who had gone through other disasters at Corpus Christi and El Paso, was also general chairman of the Community Fund campaign which was scheduled for October 24. He had in mind the whole detail of the disaster relief plan he himself had built up and also knew thoroughly the resources of the social agencies in the Community Fund. Mrs. E. H. Steedman, president of the Community Council, was put at once in charge of the Rehabilitation Committee. As a consequence of this basis for coordination, the social and civic agencies of the community immediately united under the direction of the Red Cross for such competent and smoothly running handling of the situation as those familiar with such disasters elsewhere declared that they had never seen.

From southwest St. Louis the tornado swung a great

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reverse arc to the residential center of the city, swept across the Mississippi River and gave a final kick to East St. Louis and Granite City, killing nearly eighty people, seriously injuring 300 more, destroying 210 city blocks and 1,800 homes completely or partially, including damage to the property of 4,500 families, and wreaking a property loss estimated at from $10,000,000 to $100,000,000. In point of view of actual damage, this was a greater disaster than that of Miami itself in the Florida hurricane, according to Henry Baker, chief of the Disaster Service of the American Red Cross, and only three disasters of the past ten years have equalled it in magnitude: the Mississippi floods last spring, the Florida hurricane, and the Missouri-Indiana-Illinois tornado two years ago. Yet in Mr. Baker's opinion, and that of General Hugh Lassiter, commanding officer of the U. S. Army Corps in whose territory St. Louis lies, disaster relief has not been more smoothly managed. Instant cooperation was made possible by the experience of the social agencies of the city in working together through the Community Fund and Community Council.

AN hour and a half before the committee undertook its work, the Army post at Jefferson Barracks had been asked by telephone for a thousand cots. They were delivered at eight points outside the disaster area by six o'clock, ready to serve the homeless. The St. Louis Medical Society placed all of its members at the disposal of the Disaster Committee and the first panel of one hundred physicians already enlisted for such service had been called into action. All hospitals were placed at the committee's disposal. Three first-aid stations were established and the city's municipal clinics kept open for service. Tetanus antitoxin was prepared and was made available for all.

The city was placed under martial law. The tornado area was policed by the whole police force plus soldiers from Jefferson Barracks and the local regiment of the National Guard. The American Legion turned out in full force. Hundreds of Boy Scouts seemed to appear from the air and rendered innumerable services, rescuing refugees from the ruins, hunting for lost people, serving as volunteer directors of traffic and delivering thousands of messages which swamped the telegraph companies from anxious friends and relatives all over the country as the news spread. Canteens were established in a dozen different localities with the central canteen service in Moolah Temple, the property of the Shriners. Sandwiches and other food were distributed by traveling canteens.

The whole forces of the social agencies of the city were turned over to the rehabilitation committee under the direction of E. G. Steger, general manager of the Provident Association. There was an immediate check-up by these social workers that evening; each was allocated to a definite territory, to find out the need for relief. By morning a rough survey of the whole problem was available. The whole force of nurses in the city was made available at once through the Central Nurses Registry; and the Visiting Nurse Association and the Municipal Nursing staff were turned over for emergency service. The preparations were so adequate that although the work went on desperately all night long to rescue those who were buried in the ruins, there was no need for anyone to go hungry, without shelter, hospital care, or medical dressing or surgical aid.

Events moved briskly and smoothly in the succeeding days. The Citizens' Relief Committee under the chairmanship of Bert H. Lang, a former campaign chairman of the Community Fund, announced that at least $500,000 would be needed for relief and rehabilitation and added proudly that St. Louis—exemplifying the spirit of St. Louis which had carried Charles Lindbergh alone over the Atlantic—would care for its own. Subscriptions came pouring in at once in unprecedented quantities. The chief outside gift was $25,000 from the American National Red Cross, intended primarily to take care of salaries of relief workers. A further announcement was made that the local chapter of the American Red Cross could take care of the situation, although Henry Baker, national disaster director, was welcomed and retained in an advisory capacity. The money quickly sped beyond the half million mark and, as the early estimates of need were revised, swung up to $750,000 on October 7. Announcement was made that the money in hand and in sight was sufficient and that no more subscriptions would be needed. Still the gifts came in, until more than $900,000 was subscribed.

Day by day the progress of relief and rehabilitation continued. The Real Estate Exchange turned over its list of vacant houses. A Moving Committee under the direction of John Schmoll, Circuit Court clerk, secured the volunteer services of four hundred trucks, many supplied by business houses, and moved more than one thousand families, successfully handling the most difficult problem of all, that of finding residences for the large numbers of Negroes who suffered most in proportion to their resources. The Bar Association assigned attorneys to aid any family which needed help in case of extortion by new landlords or devious tactics by irregular "insurance adjusters," and other legal problems which might arise. Over a thousand volunteers swung into service, working in canteens, hunting and finding lost people and serving in innumerable other ways. The St. Louis Cleaners' and Dyers' Association arranged to call for and to clean clothes which people might want to give for those who were rendered destitute by the tornado. Their stores supplied over two hundred stations for this purpose, in addition to the two receiving stations and one central distributing station arranged by the Red Cross.

The Canteen Service gradually restricted its activity as the families driven from houses and homes were established in new homes and became able to provide for themselves or received grocery orders through the social workers under the direction of the Rehabilitation Committee. The social work staff itself got down to a steady working basis for its grind of approximately six months after the emergency relief to provide a basis for rehabilitation. A week after the tornado a staff of thirty-two workers had been recruited, later built up to a staff of sixty, released from local social agencies and employed from among other workers available in the community or from other cities.

TEN days after the tornado practically every phase of the emergency had been eliminated. About all the moving had been completed. All those needing hospital care had received it. Canteens were closed. Soldiers and police had been replaced by a temporary force of five hundred special policemen. The Boy Scouts were back at school. The volunteers had resumed their normal ways of life. Workmen were busy on the job of repairing roofs, building up broken walls, clearing away debris and in many instances starting new structures where old ones had been. Most of the families who were likely to need rehabilitation work

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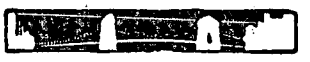
were known and the rehabilitation staff of workers were busy applying the principles of family case work and family reconstruction, and making awards. Much of the tornado insurance had been adjusted, while tornado insurance companies took comfort from their loss in the realization that they had sold more new tornado insurance in ten days than they had sold in the previous ten years.

The community had had a powerful demonstration of the values which arise from coordinated social agencies, well staffed and well equipped, used to working together under leadership, and utilizing the principles of personal service and constructive case work. In the belief that this demonstration had been striking, the Community Fund announced a week after the tornado that it would adhere to its original campaign dates of October 24 to November 3 and its original goal of $1,850,000. The campaign closed on November 3 with $1,775,000 subscribed, $60,000 more than last year, and the certainty that additional funds would be received. The value of national organization, well-equipped with technique and plans to handle disasters in whatever form, together with the power of local organization well coordinated and experienced, had never been better exemplified. St. Louis had cared for its own and had cared for them well.



THE hitherto uncollected laws governing the various state commissions for the blind have been gathered and compiled by the Bureau of Research and Education of the American Foundation for the Blind, as of June 1, 1927. Copies of the compilation, mimeographed and bound, may be obtained from the foundation, 125 East 46 Street, New York City, for seventy-five cents postpaid.

ISRAEL ORPHAN ASYLUM in New York City recently desired to adopt a chart to form a continuous medical and health record for its children. Since no existing form could be found which gave sufficient detail, Dr. O. J. Bloom devised one which embodies all the data which might be desired for a running health history of children in institutions, and with slight modification, for children in private medical practice. Copies of the chart may be obtained by interested individuals or institutions from Dr. Bloom at the Israel Orphan Asylum, 274 East 2 St., New York City.

KINDS OF WORK which may be used constructively for women in correctional institutions and the organization which would be needed to make their adoption possible form the subject of a recent report on Industries for Correctional Institutions for Women which brings out the results of a survey made by the Committee on the Care and Training of Delinquent Women and Girls of the National Committee on Prisons and Prison Labor. Specifically the survey included a study of the commodities consumed in the institutions and departments of the federal and state governments which might be made by women alone or women assisted by a low percentage of male labor; the location of such industries in the different sections of the country, with a view to training inmates of institutions for industries in which they can find employment on release; practical specifications for the commodities to be produced; methods of training or fitting the inmates for these industries, and of working out wage payments to them for their work.

FRIENDS of the family who were obliged to forego the Buffalo Conference on Family Life Today, called in October by the American Association for Organizing Family Social Work, will find in the December issues of The Family and the Survey Graphic an almost complete representation of the papers and proceedings. The special issue of The Family includes: The Concern of the Community with Marriage, by Mary E. Richmond; New Tools of Leisure, by Karl de Schweinitz; The Changing Basis of Family Support and Expenditure, by Paul H. Douglas; The Rediscovery of the Individual in Industry, by David C. Adie; The Meaning of the Fiftieth Anniversary, by Frank J. Bruno; and reports of the round tables on family problems and on the use of the volunteer in social work. For the share of The Survey, see issue of December 1, 1927.

IN ONE OF A SERIES of interesting researches into its own activities, the St. Louis Provident Association has started a visitors' weekly analysis sheet to give the visitors a complete picture of their expenditures, to guide them in self-supervision, and to guide the superintendent in supervision of the district. The first use of the sheet, in July, showed surprisingly that the advance estimates on budgeted families were only 58 per cent correct. Estimates for the period were $5,839, while the actual expenditures were only $3,339, and the difference between the two figures was more than sufficient to care for unbudgeted families and intake. During July the average expenditure per relief family was $13.10; the average per budgeted case was $18.10, per unbudgeted case $9.40, per intake, $7.20. Thirty per cent of the total district intake were cases of relief.

"The figures for one month," the association points out, "may have very little meaning as there is no basis for comparison, but after the same computations have been made for a number of months, the figures will indicate differences in types of families in the various districts, and differences in the personnel of the district offices and their attitude toward relief. They will also open the way for a budgeting of intake both as to number of cases and expenditures. This has heretofore been impossible."

"EVENTUALLY all resident dependent families may come to be regarded as the responsibility of the local Public Welfare Department but this will not come in the future," declares Ellery F. Reed, director of the Helen S. Trounstine Foundation in a report on A Program for the Development of a Department of Public Welfare for Cincinnati, made by the Foundation at the request of the mayor, the city manager, the Community Chest and the Council of Social Agencies (published by the Foundation, 312 West 9 St., Cincinnati, O., price $1.50). "There will, however, always be an abundant field of service for the private family case working agencies as these will tend more and more toward the development of skilled types of character building and adjustments in which there is no need for material relief or in which relief is a minor problem."

For the present Mr. Reed suggests as the rightful responsibility of a city welfare department families of prisoners, families of patients in public hospitals for the mentally or physically sick, homeless men, transportation of non-resident dependents to their places of legal residence, dependents by reason of chronic physical or mental disability, certain dependent mothers not cared for by the Mother's Pension, lost or abandoned children, and old couples. Other recommendations of this report consider delinquents, the unemployed, and the set-up of a coordinating board. The survey of conditions in Cincinnati was supplemented by the study of similar situations and activities by Mr. Reed of many other cities.

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The Pageant That Won a Village

By HILDA W. SMITH

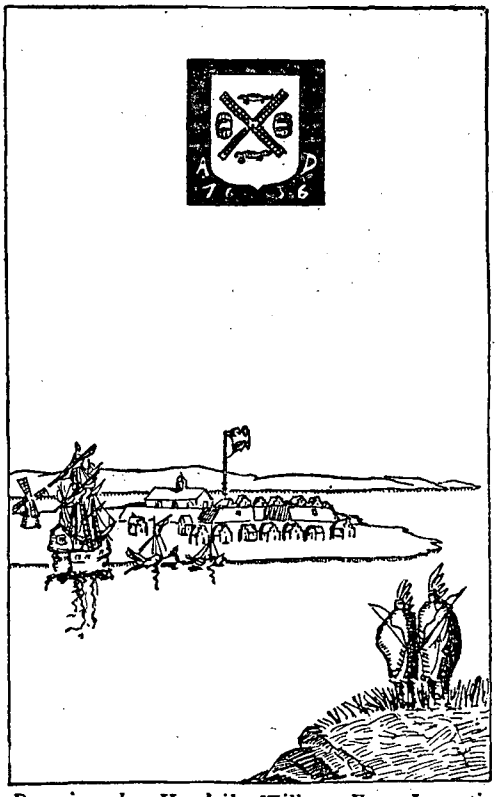
OUR little community is in a vineyard country, in the hills by the Hudson River. There are not over three hundred people in the village. The men for the most part work among the grapes, or as laborers on the few large estates. Many families have clearings far back in the wooded hills, and are independent farmers on a small scale. The women, in addition to the drudgery of their household work with no household conveniences, pick currants or pack grapes in their season. Except for some families of Italian workmen, the people are mostly of American stock, hardworking and independent. Two churches, working amicably side by side, do much for the social as well as the religious life of the village. The store, the station platform and the Italian saloon are the only other gathering places. All who have been consulted on the subject agree in calling it a "very slow town."

In our humdrum village life, a poster on a tree announcing a meeting at the schoolhouse, to discuss a proposed neighborhood association and a pageant, was a subject for wonder around many evening lamps. Pageant itself was an unknown term to most of us, alluringly vague in its meaning. The meeting assembled, with the school trustee in the chair. He had promised the use of the schoolhouse, and agreed that when, as at present, it was used only for school, the taxpayers did not get the worth of their taxes. It was voted to organize a neighborhood association, for neighborhood improvement and recreation. Then the possibility of a pageant was discussed. A little sketch of the thrilling incidents of our early history in Dutch and Huguenot days interested everyone. With one voice it was voted that the "pageant," whatever it might prove to be, should become a fact.

A house to house canvass seemed the next thing in order, to find out how many actors could be mustered. A committee of two knocked at every door up the woods road, explained the plan and the work it would involve, and invited cooperation. The trip soon became a triumphal pilgrimage. Such chuckling and backslapping, as one and all, from grandpas and grandmas, to babies in arms, were enrolled. "Well, I guess if all them folks is goin' to be into it, I ain't a-going' to be left out!" was the universal verdict. One man, a mason, carelessly omitted by the committee on its upward trip, was approached on the way home. "Well," he said, "I was just sittin' here sulkin' because I thought I was the only man on the road you hadn't asked." There was great rejoicing that at last something was going to happen in the village. As a result of the canvass over one hundred names were enrolled, fully a third of our tiny population.

In the meantime, a constitution for a neighborhood association had been drawn up and officers elected. It was a hot night, and the schoolhouse poorly ventilated, but no one stirred from his cramped little desk seat till the very end of the tedious ballotting. A minister of one of the churches, a farmer, and the station agent were three of the officers. A gardener and the wives of two of the workmen were elected as an executive committee. The first dues, five cents a month, were paid, and the association started with forty members, and two dollars in the treasury.

Then the costume committee commenced operations. The women met to cut out Indian and Dutch costumes, while the babies played contentedly in a corner. Each woman volunteered to make the costumes for her own family, and the women with sewing machines helped out with the others. A tour of the village at this stage of the performance showed "uniforms," as people insisted on calling their costumes, in every process of construction. The itinerant butcher from six miles away said that several women had brought out their Dutch dresses to show him, when he stopped to sell meat. The children, imbued with the general enthusiasm, were collecting feathers for head-dresses, whittling bows and arrows, or practicing ear-splitting war whoops.



Drawing by Hendrik Willem Van Loon in America (Boni and Liveright)

Rehearsals were slow and discouraging. They were held in the evening after the men came from work. The men and women—particularly the men—whose first experience this was in acting, costuming or speaking, found it a little difficult to understand what was expected of them. At first a lantern was passed from hand to hand, in order that each might read his part, which in most cases was only a sentence or two. The actors could never all come to rehearse on the same evening; a baby was sick, or the women were tired after a day's washing, the cooks

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and waitresses had had extra dishes to do for "company," or the men were late in coming from work. But to make up for these disappointments, other people never missed a rehearsal. Two women, who drove down three miles through the woods at night, were always on hand. They said, "No we ain't afraid. We like to come just to see so many folks. It's awful lonesome up there in the woods."

A field had been selected for the performance, easy of access from the village. A gang of ten men volunteered to clear the stage for action, and labored after work cutting down bushes, uprooting brambles, and burning hornets' nests. As rehearsals progressed, it was found necessary to start as early as possible, in order to finish by dark. So the actors in whole families brought their suppers, and ate them picnic fashion in the field, between the acts. And such hilarious rehearsals! But the actors were entering into the spirit of their parts. Hudson's sailors showed genuine delight in their new-world explorations, and the Revolutionary boys shouted "The Red Coats are coming!" in a way calculated to inspire real terror among the group of dames burying their silver preparatory to flight. "I wish I never had to take off these clothes," said one of these women; "I ain't had such a good time since I was a girl."

The music for the dances and choruses presented difficulties. Finally it was discovered that two little boys, who with their sisters drove down regularly to rehearsals from a farm two miles back in the woods, had been taking lessons for three months on cornet and violin. The boys were eager to try the music, and although almost overcome with excitement, accompanied the singing very creditably. "Coming to rehearsals is the only fun the children ever have," said their mother.

ON the day of the performance, the children assembled early with express carts to draw the properties to the stage. Chairs for the audience were set up, greenrooms curtained off, and a fringe of goldenrod laid along the edge of the stage in place of footlights. As almost the entire population of the village was either taking part, helping behind the scenes, or serving refreshments, an outside audience had to be assured, so posters had been sent to the neighboring villages. The actors began to appear, and odds and ends of costume were added unto them. At last everything was ready, and on the dot of four o'clock, the prologue, clad in blue, and bearing a maple branch in her hand, stepped out from the woods, and walked down to the edge of the stage.

Behind the scenes, the actors tumbled over each other to see and not be seen. Before each episode, a Revolutionary soldier came down the woods road and gave a bugle call. It had been very hard to persuade him to take part. After the last scene, as he went by in his blue-and-white continentals, his wife, a hard-working little mother of five children, whispered to the women near her, "I've fallen in love with that man all over again." An impromptu day nursery had been arranged for the littlest babies while their mothers were on the stage. Some of the women, however, had made miniature Dutch costumes for the little ones, and carried them on the stage with them, to the delight of the audience. The wife of one of the farmers, who had made photography a hobby, was busy taking pictures of the actors and actresses.

The Indians and Dutchmen had done their parts, the fairies had vanished into the woods; the last bugle note echoed from the hill. There was a rush of congratulations among the actors. "You done fine!" "Say, didn't Gran'pa do fine?" "They certainly all done fine!"

THE pageant was over, and the meaning of that word of mystery revealed to all. It was found that the neighborhood association, in this its first venture, had cleared fifty dollars. What it has cleared in the way of neighborhood spirit, genuine friendliness, and enlarged mental horizons has yet to be estimated. Certain family quarrels have been lost sight of during the busy days of costume-making and rehearsing. New friendships have been formed behind the scenes, new interest has sprung up in seeing what can be done by all working together, and for the first time, a strong feeling of continuity binds us to our pioneer ancestors, who have handed down to us this fertile river land.

Some of the players have a realizing sense of these spiritual values. One woman, whose oldest son has not turned out well, said, when the costume committee thanked her for her generous help with the sewing, "Don't you suppose I want to help when so much is being done for my children? If something like this had been going on when John was a boy, he might have been a good man now."

With some of the proceeds from the pageant, the neighborhood association invested in social center fasteners for the schoolhouse desks, so that they may be moved out to leave the room clear for entertainments or for dancing. A traveling library of one hundred books has been lent by the State Department of Education, and the schoolhouse has been open for one afternoon and one evening a week for library and game-room purposes, one of the women acting as librarian. A piano has been presented to the association, and some of the young people of the village have been using it regularly to accompany violin practice or chorus singing. A small vacuum cleaner has been purchased, and is to be rented out for ten cents a day, during housecleaning seasons. A radioptican has been in use for several postal-card lectures on foreign countries. Several dances have been held in the schoolhouse, and have been most successful, people coming from miles away in the woods to join in the old-fashioned reels and lancers, and to enjoy the hot cocoa and sandwiches provided by the refreshment committee.

So far the neighborhood association has persisted bravely through the year that has followed the pageant, waning a little in the winter when the roads were deep in snow drifts or overlaid with heavy mud, and the lamp at home looked more inviting than an arduous trip through the weather to see people who are there all the time anyway. But this summer came the people who feel themselves a part of the village even though they do not live there the year around, bringing with them outside interests as well, and the fun and cooperation which had been quickened with the pageant showed again in more frequent use of the schoolhouse, and it is hoped gradually to evolve a full program for all the months of the year.

This is just the beginning of the adventure. Whether enough community spirit has been developed to carry out these plans and make new ones has yet to be proved. If all were filled with the enthusiasm of eight-year-old Johnny, the success of the association would be assured. The lowest age limit for members has been placed at sixteen. "Naw, I can't join yet," he said cheerfully, when someone questioned him about it, "but I've only got eight more years to wait."

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Planning for Permanency

By GEDDES SMITH

AGGLUTINATION sometimes has unfortunate results. It produces, for instance, such words as the Mohawk term for stove-polish: Deyeknonhsedehrihadasterasterahetakwa. That may be natural, but it looks absurd. Agglutination works much the same way in the growth of cities. One subdivision is added to another, and you have a suburb. One straight line is added to another, usually at right angles, and you have a street system. But God save us from the consequences.

The alternative to agglutination is integration. But the integrated development of land is a sadly neglected art, and subdividing acreage is a much misunderstood business. This is made clear in the small study recently prepared by Robert Whitten for the School of Citizenship and Public Affairs of Syracuse University and the Regional Plan of New York, entitled A Research into the Economics of Land Subdivision. To begin with, as Mr. Whitten shows, we subdivide land and lay out plots for sale long before there is any good reason for doing so. In Yonkers, New York, there is an acre of unbuilt subdivision land for every two acres of used land. In New Brunswick, New Jersey, nearly half the land that has been plotted is still mostly unused. Such "unduly rapid subdivision of land leading to a scattered building expansion is a source of serious economic waste." Outstanding defects in the system of subdivision control of eleven cities studied for this report are summed up thus:

1. There is no master plan laying out main thoroughfares and apportioning the land area to residence, park and industrial use.....

2. There is no insistence that the developer shall provide sewer and water mains or that he shall grade or otherwise improve the streets.

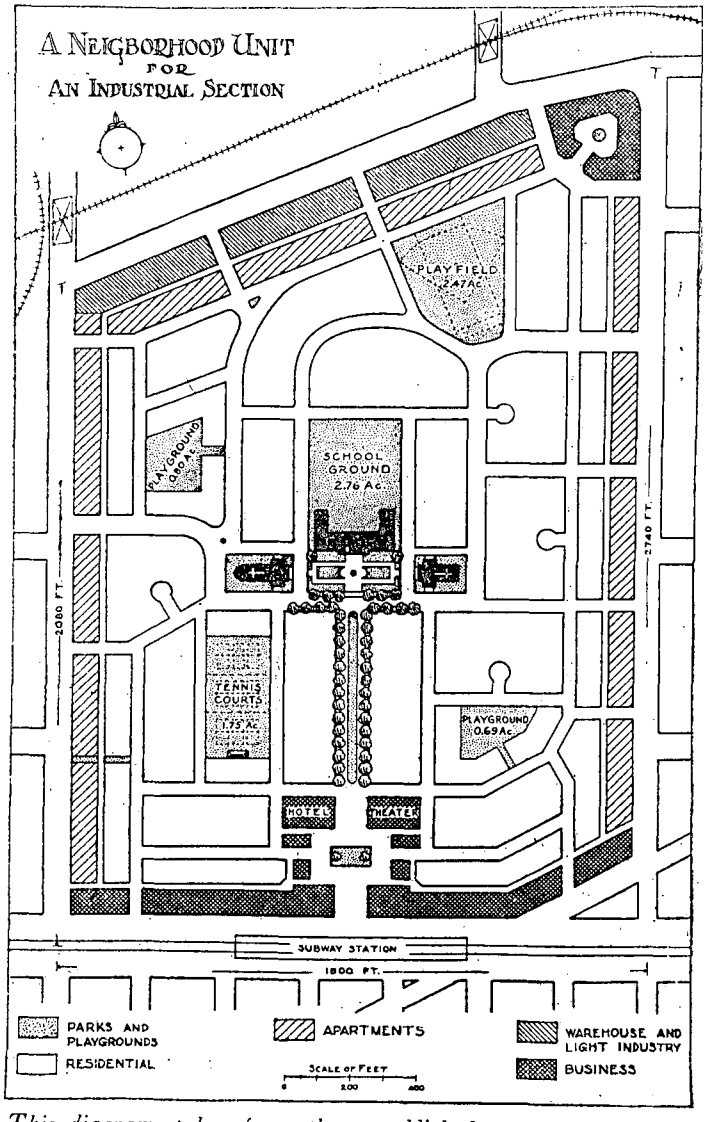
3. There is no requirement that the subdivider shall set aside adequate areas for small parks and playgrounds.

4. There is no adjustment of the street widths to the particular type of development planned for the subdivision. And there is no coordination of zoning requirements with the street widths, lot sizes and general type of development proposed for the subdivision.

5. There is no attempt to bring about the creation of complete residence neighborhoods by correlating a number of small subdivisions so as to provide a school and civic center, store centers, small parks and playgrounds.

Taking this list of social failures as a starting point, Mr. Whitten's study proceeds to sketch ways of turning them into social successes. The burden of the report is a review of "a special plan for a neighborhood district" prepared by Clarence A. Perry of the Regional Plan of New York. This can be regarded as a somewhat elastic pattern for laying out unit districts in new or replanned residential sections. Its desirable size may be defined, in general terms, as that populated area for which one elementary school should be provided. In sections where single family per lot housing is the rule, this means an area of about 160 acres and a population of 5,000 or 6,000 people. It has school and institutional sites suitably grouped around a civic center and shopping districts at the traffic intersections in its periphery. It is bounded and walled in by arterial highways and enjoys a special street system of its own which provides direct circulation within the unit but does not invite traffic *through* it. The interior is restricted entirely to residential use and, ideally, about ten per cent of its area is devoted to small parks and recreational spaces.

Space is lacking here for a detailed discussion of the plan, but its main features may be observed by comparing this thumb-nail description with the diagram here reproduced.



This diagram, taken from the unpublished monograph on the neighborhood unit which Mr. Perry has prepared for the Regional Plan of New York and Its Environs, shows how 2,000 families might live pleasantly even in an urban factory district. Nearly 10 per cent of the 101.4 acres covered in the plan is given over to parks and play spaces for the 1,600 children who might be expected in a population group of 10,000, as well as their elders. This arrangement supposes that about a third of the families (32 per cent) would live in apartments, while the remaining 68 per cent would occupy houses, semi-detached or in rows, with an average site of 1,200 square feet. Streets occupy 35.5 per cent of the total area, business and warehouses together 8.3 per cent.

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The entire design is based on permanency: streets and utilities are adjusted to a certain type and intensity of use, and it is intended that they shall stay put. This, of course, robs the land of its speculative appeal, and spoils the favorite American sport of buying a backyard and selling it later for a department store site, with some damage to one's sense of continuity but with great profit to one's purse. But unless the use of land can be stabilized on some basis which makes long-time planning possible it seems hardly worth while to plan at all. And if the land is not likely to appreciate greatly in value, neither is it so likely to be held at prohibitive prices when the householder wants to buy it: the home-builder trades a future loss for a present gain.

To work out a practical economic comparison between a piece of land planned in this way and a similar piece developed according to prevailing customs (standard street widths, rectangular blocks, city paving, and so on) a plot of land in the Borough of Queens, New York, was studied. It was found that under the neighborhood unit plan the cost per lot for sewers, house connections, paving, curbing and gutter, sidewalks, finished grading, a planting strip, and the grading and planting of greens and circles, with an allowance for engineering expense and contingencies, would be only $485.27 as compared with $856.75 in a standard city lay-out. The authors estimate that, given such savings together with some saving in the cost of raw land owing to a more advantageous arrangement of lots, a single-family house might be brought within the reach of a family having an income of from $1,800 to $2,500 a year, though on city land without such preplanning it would be an impossible luxury.

Wanted—A Technique for the Rural County

By ROBERT G. ARMSTRONG

SERIOUS social, health and mental conditions with serious results are festering away on back country roads and in small villages and towns because of the lack of adequate social vision and of adequate social organizations in the average rural county. There are boards of supervisors who have no first-hand knowledge of the technique of social service which looks to the creation of assets out of the liabilities in the human family. There are individuals, especially ministers of churches, who have a heart but little knowledge of how to manage these difficult problems. And withal, these conditions are constantly feeding their problems into the city.

What little organization of the rural county has been brought about has been due largely to a filtering down from the city and the state of some phases of organized work under specialized committees. Certain organizations of statewide function desire representatives in the rural sections, largely to make investigations for them. Agents are sent into the counties to organize local committees, to create a form of work, to gather funds for state and national enterprises. The first organization to come in gets the choicest leaders for there are not enough leaders in the average rural county to go around. A public health, a social service or perhaps a child welfare committee is organized as a branch of some state organization. The prime purpose of the committee is limited to one major objective, health, child welfare, or whatever it may be. Other fields are left untouched. Then some other organization steps in to meet a specific need, another committee is organized, another campaign for funds put on. So it goes. Each organization has a perfectly laudable objective. Each type of work is deeply needed. But each is pulling alone, almost unconscious of the other's existence. The method of organization within the city has been used for the rural county without adequate adjustment to the actual situation.

The population of the typically rural county does not provide enough leaders to man adequately several different lines of work organized separately. The financial resources of such a county does not permit of an adequate financing of these various propositions. The board of supervisors of the average rural county is made up of men who have not come into contact with any type of scientific, trained social technique. These men become confused by the multiplicity of appeals. It is difficult to make the average rural county see and understand the plans and programs of just one organization, let alone two or three.

The one great need of the average rural county is a less number of organizations, a merging of existent organizations whose work tends to overlap in any degree whatever. Has there been an over-zealous activity on the part of state organizers who have been building for the glory of their particular work rather than for the effectiveness of the broader social program? Has there been a little fear that one other state committee might get ahead a little over some other state committee? Has the rural county suffered from that year? The social, the public health and the mental hygiene programs of the average rural county ought to be brought under one general organization. This is the need.

A certain county has a population of thirty-six thousand people, its largest town less than five thousand. A year ago this county had two organizations, a committee on tuberculosis and public health, and a welfare league. To all intents and purposes neither knew that the other existed. Both were dependent upon the public for support, yet few people in the county really knew what they were about. The health nurses had been taken from under the wing of the committee on tuberculosis and public health and placed under the direction of the board of supervisors. There was a considerable overlapping in the work.

Some months previous the newly elected president of the welfare league suggested the merging of these two organizations. After considerable discussion and many committee meetings the merger was brought about; a strong organization was perfected; a three-fold program of public health, social welfare and mental hygiene was adopted; a central office adequately manned was opened at the county seat with an executive secretary of wide experience and a field worker for the social welfare work; and plans were laid for definite work in the new field of mental hygiene.

Each town in the county is now organized, with a local committee which is responsible for the promotion of work along all three lines. Each local committee has a sub-committee on case work with final power of decision as to the

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disposition of every case originating within its jurisdiction. Strong central committees charged with the responsibility of developing their respective work care for the three major parts of the program. The chairman of each of these committees is a vice-president of the organization.

A quarterly news letter is distributed broadcast through the local committees describing the work accomplished, the needs to be met and the plans ahead. A health camp for undernourished children is maintained most efficiently. Fifteen mental clinics have been conducted by the state psychiatrist through this organization within a few months' time. The whole county is being educated to see the value of systematic, thorough-going, careful work in public health, social welfare and mental hygiene and to realize that these three fields are often linked inseparably. The board of supervisors is taking increasing interest in the work, doubling this past year the modest appropriation previously made to one phase alone. The judge of the juvenile court has become intensely interested in the newest methods of dealing with delinquent children.

A more thorough diagnosis of conditions is possible through this impartial interest in the health, the social and the mental aspects. There is an opportunity to make a much broader appeal to clubs, churches and individuals, soliciting their aid and their interest through the thoroughness of the program presented. Through the presentation of the parts of the program which are most easily understood, such as specific social welfare cases, money can be obtained to carry on the less obvious aspects such as mental hygiene which are often the more fundamental. There are, in other words, more selling points.

Members of local committees are becoming indoctrinated with the social point of view, and they in turn act as leaven in the community. They accept the responsibility of the cases within their own territory and thus relieve the county organization and its workers of the onus of criticism when some particularly hard case is before the public mind.

The finances of the organization are more easily raised. The local committees assume definite responsibilities within their own territory. They have many examples of the value of the work right at home. The county as a whole has awakened to the value of systematic, scientific work along the lines of the objectives of the program. The very pressure of increased public sentiment favorable to the work has its decided effect upon the board of supervisors. And the county responds!

There are hundreds of other rural counties that need definite organization along these lines, especially mental hygiene. Their problem is the biggest social problem of today, not in the numbers but in the difficulties which it involves. They need trained workers to organize not for specific state committees with specific objectives, but for general, all-around social, health and mental work, merged under one general head. Otherwise a lopsided program is sure to develop.

Trained men and women are needed with a vision of the need and the opportunity for work in rural counties, people who are not afraid of mud roads, of storms, of hostile attitudes without police protection, of long distances between calls, and late hours. They must be able to adjust themselves to the mind of the rural county, to think in the terms of the rural county, to show initiative and "pep" when the outlook seems utterly adverse, to face misunderstandings and brutal criticism. The specialist will find short shrift in the rural county; the general practitioner is needed.

A special technique, perhaps a new technique, is required. Is there a school of social service which meets this need for men and women trained as general social practitioners for the rural county?

FLIPPING across the solemn boundaries of states, a new Metropolitan District has been evolved for census and trade purposes, taking in most of the territory within a forty-mile radius of New York City Hall. It was created by a committee representing the Merchants' Association, the Brooklyn Chamber of Commerce, the Queens Borough Chamber of Commerce, the Bronx Board of Trade, the Newark Chamber of Commerce, the Regional Plan of New York, the Port of New York Authority, the Transit Commission, the Department of Statistics of Columbia University and the Motor Truck Association of America, working with the U. S. Census Bureau!

This new district includes an area of 3,765 square miles and a population of 9,500,000—a cool half million more than the combined people of Chicago, Philadelphia, Detroit, Cleveland, St. Louis and Boston, the six cities of the country next in order of size after New York. In defining the district the committee followed principles laid down at a conference of representatives of chambers of commerce and commercial organizations from fifty of the largest cities in the country, called recently in Washington by the United States Chamber of Commerce. In this statement of principles, approved by the United States Census Bureau, a metropolitan district is defined as "an area within which the conditions of manufacturing, trade, transportation, labor and living—in brief, the daily economic and social life—are predominantly influenced by the central city." In applying this description such factors as the daily commuting zone, retail store deliveries, long distance freight rates, railroad switching limits, local telephone service, and relative density of population were taken into consideration. The New York Metropolitan District thus worked out includes 2,227 square miles and 2,672,000 people in New Jersey; 144 square miles and a population of 111,900 in Connecticut; and 1,048 square miles and 764,000 persons in New York outside the limits of New York City itself.

CASUALTIES even of wars fade into comparative insignificance beside the unremitting toll of life and limb exacted each day by accidents in homes, workshops and in the streets. To see what might be done to lessen these hazards, the Metropolitan Life Insurance Company, cooperating with the New York State Conference of Mayors and other municipal officials, recently conducted a demonstration in Albany, New York, which is summarized in a pamphlet, Promoting Community Safety, which may be obtained without charge in limited numbers from the Policyholders' Service Bureau of the Company at 1 Madison Ave., New York City. The procedure of public education outlined in the pamphlet seemed markedly effective in the Albany experiment, since during the first six months of its trial in 1926 there was a reduction of 31 per cent in accidental deaths of all types, 71 per cent in fatal accidents in homes, and 10 per cent in non-fatal traffic accidents, as compared with the corresponding months of 1925. During 1926 approximately 90,000 persons were killed by accident in the United States. About 48,000 of these deaths occurred upon the streets and in public places, 23,000 in homes, and 19,000 in industry. The report points out that while many of the new dangers of modern life can be minimized by safety provisions in traffic control and in industrial and domestic appliances, the prevention of accidents in a community is dependent ultimately upon the proper adjustment of the habits of people, which can best be made through intensive and many-sided educational activities.

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Woodcut by W. Tank from the cover of the souvenir program issued for the first Workers' International Olympic Games held at Frankfurt am Main, in July, 1925. At these games hundreds of workers from the various countries of Europe came together to demonstrate their games and national songs and dances

Young People of Germany

By OTTO T. MALLERY

THE exposition, Young People of Germany, which closed in Berlin a few weeks ago was an eye-opener. Crowds thronged it. Employers were impressed by it. Swarms of young people peered eagerly at its decorative statistical pictures. An 18-year-old worker I met was enough interested to spend two out of his three days' annual holiday there. With several hundred others he had traveled three hours by special train at reduced rates.

The exposition revealed that one out of every eight boys between 14 and 18 years of age and one out of every seven girls, have to work on Sundays. Other pictures showed that 23 per cent of the young city workers have no annual vacation, 35 per cent more have no paid vacation. Of those who have some paid vacation, two out of five have not more than five days. The hours of labor of young people were found to be surprisingly long. The average work-day, including transportation, lunch, overtime, and so on, is ten and one half hours in the largest cities; in the smaller cities from nine to nine-and-three-quarter hours. A great mural illustration tells that one out of five young people have no bed of their own, one out of ten sleep with strangers in the same room, one out of two hundred sleep in the same bed with strangers.

On the other hand, the exposition showed over two thousand inns for young people (Jugend Herberge) scattered in the most delightful locations. Mediaeval castles on the Rhine, ancient monasteries in the hills, former royal hunting lodges in the forests, and modest farm houses, have been converted into Young People's Inns. The cost is about ten cents a night for a clean bed, there are meals at prices to match. There are few rules for the use of these inns except that some authorized adult leader of known character must accompany the young people.

One national organization oversees the whole two thousand and cries out for more. Individual units are managed by organizations formed by religious denominations, political parties (especially socialist and communist), labor unions, and neutral athletic and tramping clubs, with no political axes to grind. The Jugend Herberge differ from America's summer camps in their cheapness, their all-season use, their direct encouragement of travel and long-distance tramping, and in the absence of prescribed activities. Those located in cities serve also the purpose of cheap, safe hotels.

Perhaps this wide development of Young People's Inns would never have occurred except for the Youth Movement and its pervasive urge into the open. All the Exposition tells of the Youth Movement is in charming mural decorations. These show young men with the figure of Gene Tunney and the face of Sir Launcelot, and girls with the grace of Helen Wills and the face of Diana. Any one would be justified in committing murder in order to resemble them. But all you have to do is to join the particular Youth Movement societies that exhibit the pictures. In this case they are under the wings of the churches. Socialist organization disdains such lures and offers newspaper clippings about world peace and internationalism as its bait. These give us a clue to the fact that the churches, political parties, labor unions, and other special groups, have sought to enlist young people under their banners as branches of the Youth Movement. The maxim "catch them young" is perfectly understood. But the Youth Movement has risen above and free from class, church, and party control. A majority of its over four million members are outside partisan groups. Moreover, partisan groups formed by the adults to influence their young into the desired channels of thought often have the opposite effect. I met a member of a communist group in which this had

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occurred. The young people are more interested in other aims. Besides, they resent the heavy adult hand that seeks to hold and lead them. This is a fundamental characteristic of the Youth Movement.

Anyone who tries to describe the essentials of the Youth Movement has pretty much the same job as telling what the members of the Republican Party want, but here goes: The Youth Movement is all for out-of-doors, the sound and well-trained body, enjoyment of nature, freedom of movement and opinion, release from heavy parental authority, distrust of traditional customs and habits of living, and more of a fling to life. Certain kinds of clothes are a means to greater freedom of movement, so they wear them. Perhaps these clothes are also a symbol of independence. Young men wear short pants above the knees, shirts open at the throat, and no hats. Girls are all for sport clothes, and on occasions go in for folk costumes of old times.

Woodcut from Kulturwille, a monthly magazine published in Leipsic as part of the movement for workers' education. The whole issue from which this woodcut is taken was devoted to the cultural uses of music from the accordian and barrel organ to the symphony orchestra, in home, shop and street, in working hours and in leisure time

Alcohol and tobacco are bad form in the Youth Movement, though there is no prohibition. Individual opinion is backed by strong group conviction that these are "old news from the graveyard" and are not helpful in the quest for fine bodies. This attitude seems to be general, some say, universal. The newspapers state that Germany is consuming 25 per cent less beer per person than before the War. They add that the brewers attribute this in part to the impoverishment of the masses, and in part to "the Youth and Sports Movements which encourage total abstinence." The brewers ought to know.

Another characteristic is the "Wandervögel" (wanderbirds) bands of hikers found everywhere, sometimes with pennants carried in the van, often singing old folk songs, always articulate over natural beauty. They make as much of a religion of hiking to the loveliest spots as our American golfers do of playing all the best courses in the country.

Finally, there is the spirit of self-determination, self-rule, independence of heavy parental authority, freedom from trammels of the past. These fundamentals seem to be common to all the groups, whether formed along party, church, class, or neutral lines. Some groups exaggerate one or more of these principles, so that they become absurd. Beyond these few common principles, there are many other ideas, some strange, accepted by some and omitted by others. Of these peculiar cults we have heard the most in America, because they are peculiar.

Woodcut by Ilse Claudius

Apparently we have no widespread movement like this in America though the United States does have the same problems this exposition so clearly portrayed. How many young Americans between the ages of fourteen and eighteen years are working seven days in the week? Are the roads to crime and disease by way of destructive amusements more open than the ways to the right use of leisure time? How are the good things we have, brought to the attention of the young people? Do we "sell" them the vision of sound bodies and vigorous activity with the same advertising skill with which we sell them chewing gum and cigarettes? An exposition, The Young People of America, might open our eyes to some of these problems and possibilities.

Atlantic City might be the right place because of its visitors from many sections. The exposition would have to be sponsored by a dozen national organizations and the management determined to make it portray, not the work of the organizations, but a picture of the working conditions and recreation opportunities of young people. If it succeeded in revealing our young people to themselves, in stating their hopes and handicaps, it would revitalize all our organizations and point the way with greater certainty and enthusiasm. One can only wonder what went through the minds of the young people of Germany as they scanned the pictures of their daily work and play with such eagerness. Were new leaders born there? Would the right kind of an exposition, American Youth, help to find young people to carry on with new vision?

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Fagin Schools

By THOMAS MINEHAN

YOU remember in Oliver Twist how every morning Fagin used to place a pair of steel spectacles on his nose, tuck an umbrella under his arm, leave a kerchief sticking out of his pocket, and walk up and down the room in the manner of an old gentleman out for his daily stroll. The boys in Fagin's school were taught to pluck that kerchief out of his pocket without his noticing them, and the Artful Dodger acted as class leader or demonstration pupil. The boys were penalized for mistakes; they were rewarded for dexterous work. After sufficient practice they were able to whisk that kerchief out of Fagin's pocket from any angle, swiftly, silently, and unnoticed, and, after more practice, they were sent out on the streets where their subjects were real gentlemen from whom they were actually stealing. All of this, of course, was in the England of Dickens, nearly one hundred years ago.

Time and place change the outward appearance of things. Fagin is no longer a wizened old villain instructing homeless waifs in the niceties of petty thievery, but he still conducts his school in which he teaches the boys of this country the art of extracting the value of kerchiefs from near-sighted old gentlemen and kind-hearted housewives under pretenses that are every bit as reprehensible as outright stealing.

The modern Fagin is a well-dressed man with pep and personality. As often as not his seminar is conducted within the confines of the public schools, and always he secures the consent of the parents and the sanction and cooperation of the school authorities before beginning his work. His real purpose is disguised under a multitude of phrases about Character Building, Personal Development, Initiative, and Reliability. Usually he is a subscription agent for some publishing company although he does, occasionally, sell some other article. He does little soliciting himself, confining his efforts to obtaining the services of children to act as his agents.

Oliver amazed at the Dodger's mode of going to work. A Cruikshank drawing from Charles Dickens' Oliver Twist

He is the successor to the old time book agent who, a few years back, had his office next door to every college in the country. From there the agent sent out students every summer to harass the farmers and inveigle the housewives into subscribing for some book or magazine in order to help a poor boy work his way through college. Sometimes, in order to make the tale more appealing, the poor boy was also helping to support his widowed mother. Frequently, in rural districts, when the sob story began to be too familiar, these quondam book agents were taught to say that they were doing some work in connection with the state department of agriculture. While few students were able to earn their way through college by selling books or even make the wages of a day laborer, many a book agent who had never seen the inside of a college made a comfortable living, for the total volume of sales was high.

In time, however, people grew tired of helping students and the farmers learned that the state and federal departments of agriculture would furnish them all of the information they could use and furnish it free. Some new approach, obviously, was necessary. For a time, they worked the returned soldier appeal, but this did not last long.

From previous experience, the subscription men knew that any appeal coming from the schools or the school children would find the people particularly responsive, especially if that appeal were so disguised that it would appear that the school and the pupils were the chief beneficiaries. The agents began to canvass the schools and the parents for solicitors. They asked the parents not for subscriptions but for permission to hire their sons and daughters for a few hours each week, well knowing that the first prospect that the child would sign up would be Dad and the second, Aunt Mary. They did not suggest that the school teachers subscribe for the magazine; they asked for their cooperation in a deal that would mean money to the school's dramatic or athletic fund. Naturally, they got it.

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The agents worked cleverly. Having secured the consent of the school authorities by promising the school a generous commission on all sales, they obtain the services of the children for nothing by making the getting of subscriptions a matter of loyalty and school spirit. The school is divided into teams and all of the tricks of mob psychology are practiced on the pupils. Sometimes different schools in the same town or in different towns are pitted against each other, and no man, woman or child in the community escapes a dozen solicitations. In the end, the school gets some money for its activities, the pupils on the winning team get a half holiday, the magazine gets a number of new subscribers, and the citizens of the community get another magazine which they did not want and will not read.

So far as the children are concerned, this system is relatively honest. That they are collecting money to help the agent and the publishing company far more than to help their school does not impeach their motives. They are doing it with the consent, at the urging even, of their teacher and principal, and there is where any blame should rest.

But school drives, at the best, can be conducted only once or twice a year; in order to make these drives successful they must not be staged too frequently. Some other method must be devised to keep subscriptions coming in every month of the year. To accomplish this it is necessary to hire the children and train them. Sometimes the sales manager holds a class; sometimes he gives individual instruction; often he conducts his instruction by mail. The agent's chief interest—in spite of all that he says about character building and teaching business principles—lies in securing new subscribers. And here it is that the Fagin schools come in. The agent carefully drills the children in that particular sales talk which he believes will "pull" the most subscriptions.

Every fall a well known magazine having a large circulation in rural communities conducts a campaign for subscribers using the public schools in small towns and consolidated districts. A publishing house that sells books exclusively by subscription and specializes in student labor teaches the boys and girls working for them to pretend that they are hired to collect specimens of weed seeds when approaching farmers and home remedies when approaching housewives. A map company that hires only boys of eighteen or under instructs the boys to say that they are conducting a survey for the state highway department to ascertain the sentiment in favor of paving a nearby road. Children soliciting for a popular-priced weekly are taught to say that they are giving away sample copies—and they are, with an eighteen months' subscription to a magazine.

Seldom does the child, who can make a concrete appeal to a man or woman, go unanswered, and in the making of such appeals the children are carefully instructed by the subscription salesmen. Some of the most common appeals are: Father was injured in an accident and has not been able to work for more than a year; mother is sick; father is in the asylum; the money is needed for a pair of shoes; the money is needed to buy school books. Sometimes a five or six year old brother is brought along to stand in mute appeal while the older child does the talking. Often the children are instructed to solicit after dark or on cold stormy days. Usually, they pretend that they have only one or two more magazines which they must sell before they can go home. The agent who hires and trains these children teaches them to tell such tales for his own profit. Children fall easily into this kind of work, and, after a very short time, they are almost as skillful as the Artful Dodger and his classmates became in their old-fashioned technique. So well have they learned their lessons in the modern Fagin school that they probably make more in a day than the Artful Dodger and his followers made in a week. And they run no risk.

They run no risk so far as the law is concerned, but they do run a risk when their future development is taken into consideration; for the benefits which they receive from this form of training are, to say the best, questionable. They are taught how boldnes and lying may be used for financial gain. They are shown how the unscrupulous may take advantage of some of the better phases of human nature.

The real Fagin, the man who actually trained pickpockets and thieves, was in reality engaged in work only a little more reprehensible than the men who are training children to lie and dissimulate in order to make money. Those trained definitely in crime may, sooner or later, come under the attention of the law and either be reformed or placed where they can do no further damage. Those trained in dishonest but not illegal practices will not be corrected until too late. They will grow up having a cynical disregard for the principles upon which all true character is founded, and the work that was supposed to help them succeed in life will, in the final analysis, cause them to fail; for business men in business dealing will not be as sentimental, as easily fooled as householders are by children who have been trained to fool them. Too late, these children will learn that the easiest way of making money is often the hardest, and that Fagin schools are the worst possible preparation for the real work of life.

Must Teachers Be Automatons?

By JANE GRAY

IN my state one must have a college degree with eighteen semester hours of professional studies in order to receive an "A" grade teacher's certificate. My own high school certificate carries credit for twenty-four hours in professional work. Nevertheless, I found that I was most inadequately prepared to teach as I believed one should teach.

My last work was in a rural consolidated school housed in a handsome new brick building. The principal was affable when we first talked together. He believed, he said, that the main purpose of the school was to strengthen character. He did not want teachers who spent the majority of their nights in social pleasures when they should be preparing the next day's lessons. He explained to me that he had left his last position because the county superintendent allowed him no chance to exercise initiative.

In the schoolroom I found that my high school boys and girls possessed the usual attitude toward their teacher. They expected her to be a "hard boiled sister," to use their own phrase. The girls were rather mature and, on the whole, given to strong loyalties to the teacher. To the more active boys the teacher inhabited one world, they another.

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If she was "hard boiled" they enjoyed their martyrdom and "got by" with what they could; if she wasn't, they did their best to plague her.

A good teacher must, of course, be a good disciplinarian. Still the problem seemed very grave to me. If the old, unyielding, do-as-I-say-and-do-it-quick teachers were "good" disciplinarians then why was it that the boys and girls subjected to them in the elementary school failed utterly to develop a sense of unity with the purpose of the school, and sufficient self-control and responsibility to make it unnecessary for their teacher to be an ever-vigilant policeman over them? It violated every ideal I had of the meaning of education and the relation of a teacher to her pupils to go in and snarl "Shut up!" as I once heard my principal do.

None of my studies at college had given me a technique for converting irresponsible boys, hostilely dependent on authority, into self-disciplined, socially responsible young adults. I had to experiment. We reasoned together and sought to find and eliminate the causes of their difficulties and misbehavior. I made mistakes and they took advantage of me, but we became friends. They were not afraid to express their thoughts freely about personal or impersonal matters. I came to know them as they really were. And the better I realized their actual needs for spiritual and material development the more impotent I felt.

They and I had several severe conflicts with the principal. Often I had to side with them. Once a twenty-year-old boy lost his temper when a small boy tried to trip him. He kicked at the offender, missed him and broke a hole in the wall. Quite sobered, he came immediately to me, apologized and offered to pay for the damage. The principal insisted that payment was nothing—the boy must be severely punished. The boy was sensitive and highly emotional. I could not consent to a punishment which would spoil his attitude for the whole year.

One day the principal kept study hall for me for two hours. When I returned a little thirteen-year-old boy whose life was one long wriggle came and leaned over my desk.

"Miss Gray," he drawled, "I'm so tired I don't know what to do. Mr. ———— made me sit still all the time you were gone."

This child's older brother was the most difficult pupil in the room. He was very sullen, suffered from an inferiority complex and was obviously under par physically. The principal warned me, "You will offend his father if you ask him to take his son to a doctor or consult the county physician about the boy yourself."

But the conflict was not one-sided. There were a few cases of pure mischief in which I needed the principal's cooperation. Then I found myself unable to secure his help.

About the end of the school year the principal announced that no child who did not average "C" in "deportment" would be promoted without condition. Several of the boys were exceedingly upset and secured permission from their parents to stop school because they could not pass. Inasmuch as there had been no statement about the influence of conduct grades, I had to tell the children that the rule could not be put into effect. The boys were appreciative enough to cooperate better after that.

The matter of grading in general was a serious problem. I tried to grade objectively, using frequent and scientifically constructed tests. My principal became very impatient because I would not grade every response made in class which, from my viewpoint, would have been unjust as well as depressingly mechanical.

But our most serious disagreement was over the question of recreation. He demanded that I choose between being marooned in a country house with only my own books and the radio for stimulation or keeping strictly to the home-coming hour of eleven p. m. I did not go out on a school night more than a half dozen times during the year except at his request to see ancient, misty "educational films." The only opportunities for recreation in the community were old-fashioned parties or the fascinating square dance. These entertainments never broke up by eleven o'clock. The principal made no objection if he saw my light burning across the hall from him until two o'clock when I sometimes sat up as late as that correcting papers. However, the first time I came in after eleven he said in a "friendly" warning, "It is a reflection on a girl's morals to stay out after eleven at night. I will neither employ nor recommend a teacher who stays out after that hour."

I tried to teach boys and girls that freedom and tolerance do not mean either license or looseness.

"You consider school teaching a farce," the principal told me.

For the Students of Europe

By HENRY STRONG HUNTINGTON

LAST spring the German students in America held their first Festival in this country, devoted in good part to thanking us for our share in saving the intellectual life of Germany in the hard days after the War. The invitation to the festival especially referred to two benefits from America: the idea of self help, and the sense of international fellowship.

These new blessings came as no accidents. The university youth of Germany and of virtually all central and eastern Europe owe them to an organization as far-sighted as it was generous-hearted, but an organization whose name is scarcely known in America outside the colleges.

In 1920 John Mott sent Conrad Hoffmann, Jr., then secretary of the Kansas University Y.M.C.A., to see how the students were getting along in Germany, Czecho-Slovakia, Poland and the Baltic States.

What he found may be judged by the report of conditions in Vienna, made by Ruth Rouse about the same time: "Despair, suicide, one meal a day or less, no underclothing, sleeping in restaurants or lavatories, all these things the commonplace life among fifteen thousand men and women; and over it all, hanging like a pall, the feeling that nobody cared."

The World Christian Student Federation promptly organized a special committee to cope with the situation, under the name of European Student Relief. It immediately set about establishing hostels and cafeterias where by cooperative management it cut down the cost of living to

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a minimum. The young people of America and Europe, with help also from the American Relief Administration and Rockefeller funds, provided not only the money for the work but also a great deal of volunteer service. In the first two years of its work the organization supplied more than twenty-five million meals. In six years it aided more than two hundred thousand young men and women, at a cost of nearly two and a half million dollars.

But more important than its temporary relief work, it taught the young men and women the art of making their own way. No students have taken that lesson more to heart than the Germans. In Europe before the War, university tradition forbade the students to do any manual labor. But in 1920 the *débâcle* of the mark left the German university men a choice of begging, stealing, working or starving. That year two out of every five undergraduates in Berlin were earning wages as waiters, conductors, printers, builders, coal heavers, night watchmen or unskilled laborers. The next year, through the counsel of the Student Relief organization, the German students and the trade unions got in touch with each other. In spite of the current unemployment the workers agreed to admit twenty thousand students into the trades, with the single condition that a student should not replace a married man. In 1922 sixty thousand students, three quarters of the whole university student body, did summer work. Conditions in industry brought down the number to twenty-five thousand in 1925 and yet further in 1926.

Reading Girl.
Drawing by Emil Orlik

The students' work has had important results. When last March at the national conference of the *Wirtschaftshilfe,* the student self-help organization, a professor protested against the new emphasis on manual labor by the students, two men answered him: the secretary of the German General Trades Union and Edmund Stinnes, son of the famous Hugo Stinnes: "What Germany needs," they both said, "is harmony with herself. The work of the students as mechanics and laborers is helping to bring about that harmony. It is bridging the gap between the two sections of society."

The *Wirtschaftshilfe* has secured the consent of our government to admit to America two hundred "worker students" who shall not be included in the German quota. Their presence here should help bring the two nations together industrially.

But more important than the worker students in bringing international understanding have been the student conferences held under the auspices of the Relief. Four years ago, when the French were in the Ruhr, the head of the German delegation could scarcely wait for the conference to open before he denounced the French occupation. But at the end of the eight days' meeting, when the young people had had a chance to get acquainted, the leader of the French delegation could say, "We have seen here that on the other side of the great iron wall raised now between our nations, there are men and women like ourselves who try as we do to bring some happiness and fellowship into the world. Let us never forget that. We cannot rely upon the older people to bring in a better fellowship, but we young men and women can do it if we only dare. Let us dare!"

Thereupon the leader of the German group rose once more, this time with tears in his eyes. "On behalf of my fellow delegates," he began, "I want to thank the French students for the spirit they have shown in this conference." And then he "dared." He jumped down from the tribune, crowded through to the young French spokesman, and gave him his hand. It is hard to realize, safely isolated from the post-war hatred and bitterness among European nations, how much the incident meant, but to the audience who saw it, the boyish gesture was unforgettably beautiful and courageous.

At the last conference, held when the French franc was slipping down farther and farther day by day, the Germans brought in a resolution that the organization should stand ready to give relief if an emergency arose in France during the next academic year. When the call came last winter, the Germans telegraphed back the first pledge for the needed fund.

The story of European Student Relief gives one hope for better understanding between the nations in the coming generation.

The School Goes to the Home

By MARIE J. CONCISTRE

ABOUT seven years ago, in the vicinity of Angelo Patri's school, our work of teaching English to the foreign-born women in New York City began. It was started under the state school authorities, but later the Education Committee for Non-English Speaking Women took it up. We organized English classes in the homes wherever we could get six or seven women together. The community is essentially Italian.

The question in the minds of many is, "Why the home classes when we have evening school and even day classes in schools or other public places?" Most foreign women have two, three, four, five, six children or more and it is not easy to leave them at home at night. In the day time, the children come home from school at all hours of the day for their meals. Consequently we say, "The school should go to the home."

For obvious reasons, teaching English to the foreign-born is important, but few people realize how much is bound up with it. For instance, the conflict between the younger generation and their parents is a vital problem; yet some very well-meaning persons would have the children of immigrants teach their parents English. Picture the situation: These children, who have a "superiority complex" developed to the nth degree are directed to "teach" their parents! Often the parents are not apt pupils. The result is bound to be an aggravation of a tragically difficult situation. Again, a leader in a so-called Americanization movement a few years ago said to a group of teachers: "You

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must go into these foreign homes with the American flag and teach them to sing the Star Spangled Banner!" Such teaching may and usually does defeat its own ends.

The neighborhood English teacher aims at the adjustment of the foreign-born mother. With her sympathetic understanding she can do more to interpret America to the foreign-born mother than any other agency. The following are extracts from letters from some of these women, who express their needs and their appreciation in their own way:

My dear friend:

I am writing to show you the progress I made since I went to English school. . . . In a few months the whole class made a great progress. I hope that you will come to learn this beautiful language. It is necessary for us to write and read so that we will be happy.

Dear Teacher:

Slowly the school is closing and then I want to thank you for what you have done for my learning. I am very much obliged to you. I will never forget your kindness.

Really America is a beautiful and free country. He gives to us many opportunities and this among them: free education. And I love this country as I love my mother country, Italy.

Other things I would say to you but it is quite hard for me to do it.

Dear Miss . . . . . .

Yesterday Mrs. C. . . . called me up on the telephone and she told me that she came to see me Monday but did not find me home. I told her that I had to go to school. On hearing that she began to laugh. "You could have a much better time going to the show instead," she said. I answered: "I do not enjoy myself at the movies as I do in school. Our teacher is very friendly and patient and she teaches us very interestingly. Before I went to school it was very annoying to me when I could not understand my children speak English. I could not read letters or understand speeches. I did not enjoy myself in America. But now I am very glad and happy to know I can read the English papers, I can understand the people and know what is going on around me. This is true also on election day when I go to the polls to vote. I can read the issues of the day with very little difficulty. And I vote according to my opinion. This makes me very proud."

Before I was through talking Mrs. C. . . . said, "You have almost persuaded me to join your class."

It is quite clear that these women want to become citizens and vote. They wish to understand their children, to mingle with Americans, to read American books. In other words, they wish to be part of American life. After five years of work in this community, we often meet our women going to the library with their children. At the closing exercises last June, Angelo Patri addressed a group of eighty women in English and from the expressions on their faces it was clear that they understood and enjoyed what he said.

The women who have attended our classes are anxious to extend the same opportunity to foreign-born women in other communities. They have given several entertainments to raise money to start such classes. This seems to us the clearest proof that our class members feel the need of what the community teacher gives them and appreciate the chance to learn to speak and read and write English and to become acquainted with American ways, in the midst of their toilsome days crowded with endless home duties.

Preparing for May Day. Cover drawing by Suzanne Cocq, from The Labour Woman, England

PUBLIC SERVICE as a career for young Americans is the subject of the November issue of the always stimulating little Antioch Notes, written by President Arthur Morgan "as I might do in picturing to an Antioch student a possible career. . . ." (See The Survey, June 1, 1927, p. 259.) "I should not want to be simply a routine administrator, but should want a part in defining and executing public policies. If I had the native ability I should want in time to contribute to the theory and practice of government. My job should be my laboratory, as well as my day's work." From this approach, President Morgan considers the training necessary for such a career, including study, research and apprenticeship, and the possible line of progress in public service. The bulletin is valuable not only as a specific job analysis. Its simplicity, emphasis on essentials, and practical idealism make it a helpful model for other vocational studies.

AN EXPERIMENT in carrying over into the school year the plan of "education for the fun of it," worked out at the Oakland Summer School of Adult Education (see The Survey, October 15, page 87), is being undertaken by the school department of Sacramento, California, in cooperation with the State Department of Education. The first adventure in this field will be a lecture and discussion course, meeting weekly for fifteen sessions in the auditorium of a junior high school. The theme of the course is to be: Some vital problems of the United States in relation to the other English-speaking countries, with particular reference to Australia, Canada, South Africa and the Irish Free State. The class leader, Professor M. J. Bickley of the history department of the Sacramento Junior College, was educated in Australia with graduate study at the University of Sydney and has travelled widely in the Orient and in Europe. The announcement of the course states: "There are no credits or examinations and no textbooks, but outlines and reading references will be available for those who desire them. Each evening the first fifteen minutes will be given to discussion of some topic of current interest; this to be followed by the main subject. . . . The free expression of differing points of view will be encouraged."

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HEALTH

What Price Efficiency?

By HELEN J. MAYERS

"DISPENSARY—9 a.m. and 1 p.m. daily"—a long line, winding back and forth between iron rails—humans treading a Porteus maze with the same uncomprehending trials and errors of the original white rats—hundreds every morning, every noon: men and women of every race and color, some frightened, some complaining, some demanding, miserable, ailing in body or mind. At the desk, behind the wicket, the registrar—taking in quarters, doling out paste-boards, red, green, a color for every ill, a passport for every aching member.

For hours the line passes, to be interrogated and directed, and to every unfamiliar face is thrown the challenge: "Can't you pay a doctor?" For the most part there comes back a meek "no," until a less docile spirit, flaring at the suspicion implicit in the form and tone of the question, retorts in characteristic racial fashion with another query: "If I could pay a doctor, do you think I'd come for charity?" The offended authority snaps back: "Don't get so fresh! Answer me yes or no!"—and the shouting is on.

The crowd stares with dull interest. One or two, taking courage from the sentiment of the group, seize the opportunity to articulate a long suppressed resentment and join in the altercation. The hubbub grows general. A burly policeman thunders forth: "Stop that noise there!" and pushing a few stray bodies into line, rushes his impressive physique to the source of the disturbance to lend support to his fellow dignitary. Thus overwhelmed, the offended applicant with the inconvenient sense of personal dignity departs in a rage, and the registrar turns triumphantly to her supporter: "I know that fellow's got enough money, he's just the kind!"—and thus are the goats sorted from the sheep.

Although the incidents here related are drawn from a hospital, writes the author, the problem involved is one which confronts every social institution. When the term patient is used it will refer not only to the person seeking medical relief, but should be understood as the generic term for every type of client.

The glow of satisfaction is not for long permitted to suffuse the registrar's horizon. A paranoid woman waving a card from the mental hygiene clinic has slipped out of the dispensary routine and must be made to obey the involved rulings. Her repetitious queries and insistent demands grow more and more exasperating, until finally the registrar shouts: "Oh go on, you're crazy anyhow!"

Outside the door of the surgical clinic a small colored boy sits looking wistfully at his mother who is buttoning up his topcoat in bewilderment, tears streaming down her face. The other patients have been attended to and gone, the clinic secretary is locking the files. A stray person notices the mother's distraction and stops to enquire the cause. In disconnected sentences the terror is laid bare: this is the third time she has brought her boy for a circumcision. The special doctor isn't here—she doesn't know when he will be. Two weeks ago a neighbor told her it must be done before the age of four—and to-morrow is her boy's birthday. If it isn't done—and all the old wives' tales of the tenement are poured forth. No person has given this woman any exact information, nor troubled to allay her superstitious fears.

A woman aiding her crippled daughter down the tedious steps comes at last to the pediatric clinic. The quota of patients for the day has been registered, she is told, she will have to come again, next week, at an earlier hour. Distress, exasperation, defeat show in her tired face. She has been upstairs an hour, not knowing where to go. She had enquired and had been told to wait—she waited until just a few moments ago. There are only she and her crippled girl—she works all day—to-day she has lost half a day's pay to take her daughter to the clinic—the child cannot get into a street car, she has had to take a taxi—it was costly, but it would be worth it, to see the big doctor—now she must go through it all again—if only they had not told her to wait!

The occupational therapy class is alive with concern. Jimmy has a black eye! Jimmy is the pet of the fifth floor, an infant prodigy, a tribute to the patient understanding of the occupational therapy worker. Two years ago Jimmy had been completely negative, headed for a state hospital with the label "dementia praecox" affixed. Some subtle charm had attracted the worker, and she had begged to be allowed to have him in her class. For over a year and a half he had been mute, often dangerous. Suddenly, some months ago, he had begun to speak, to take an interest in his appearance, to make friends with other patients, and he was now holding a simple job and looking forward to a summer at camp—still somewhat overactive at times, too playful and too readily excited, wavering on the edge of health and sanity. Today he had found the elevator empty and had run it down alone. The elevator boy had caught him, and the black eye was the result of the encounter.

A shrill imperious voice comes from the social service office across the hall: "No indeed, you can't put that kind of thing over on me. You've lied to us, you've got property, we know, we have ways of finding out. Don't think you can get away with anything like that here. No, leave me alone, I don't want to hear any more about it, don't let me see you in this office again!"

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The nation's strength is the nation's health. Buy Christmas Seals and help preserve it.

THE NATIONAL, STATE, AND LOCAL TUBERCULOSIS ASSOCIATIONS OF THE UNITED STATES

SUCH are some characteristic incidents that occurred in the ordinary course of a year's work in a large city hospital. No effort has been made to collect stories. What is here recorded are but those incidents that come to mind in casual retrospection. The institution in which they occurred is one of high medical standing, administered by an able man of wide reputation, supported by a liberal board and generous endowments. There are undoubtedly numerous other organizations, medical and otherwise, in which these occurrences could be duplicated, numerous other workers who have come upon similar miscarriages. This article, therefore, is written not in a vein of specific criticism, but rather as an effort to present a general problem and to offer some tentative suggestions toward its solution.

IT may be held that such incidents are both trivial and inevitable. Yet I submit that where they occur, there exist waste, duplication of effort and a subtle form of human degradation; that here are defeated the very ends which the institution has been created to serve. No one would choose to leave to an untrained, harried cashier the discrimination of the needy from the fraudulent recipient. Yet her method accomplishes one kind of sifting well: the completely pauperized, those who have learned the ropes of the regime, accept the bullying and slip through to take what they can get. Those less accustomed to receiving aid from organizations, who have heard that our public institutions are erected to serve, make unnecessary sacrifices rather than endure the humiliation they find in that service. If in the past we have been wary of making the acceptance of aid too inviting, we must look to it now that we do not make it so unpleasant as to discourage those we would find it most constructive to assist. There is still with us too much of the archaic reasoning which impedes prison reform on the ground that we are making jails so pleasant as to invite crime.

One of the most resented aspects of large organizations is the bewildering complexity of their ways and means, the endless unexplained waiting which the simplest performance entails. Large numbers must slow the movement and individuals will get lost in the system. But for such emergencies, a forbidding official in uniform or a busy nurse who is inadequately informed, are of slight help. Occasions will arise which fall under the schedule of duties of no one person, and such luckless souls as the little colored boy's mother are lost in the very efficiency of the machinery which was devised to care for them.

The left and right hand never opposed one another more wastefully than in the hospital's treatment of Jimmy and the paranoid woman. What the skill and effort of psychiatrists and workers were slowly building up, was being wrecked by the ignorance and brutality of petty employes. Yet what ground for complaint have we against the least of these when the social worker herself utilizes her position to satisfy her thirst for authority?

Some obvious remedies for the more obvious evils occur at once—a higher type of personnel, double shifts at trying posts, special information and "adjustment" workers. Some of these suggestions have been proffered half-heartedly on different occasions and have met with the unvarying response "the budget!"—that last stronghold of the routine mind. Of course the budget is a very concrete limitation. We are still in an era in which economy is measured by the ratio of administration expenses to units of service, as to units of production in industry. The larger economies involved in the creation of healthy community attitudes are relegated to the mercies of our schools and churches and are held to be the chimeras of the utopian mind.

BUT granting this budgetary limitation, I believe it will nevertheless be possible to discover much that institutions still can do to widen their spheres of influence beyond the fulfillment of their immediate specific functions and to improve those aspects of their service which bear so intimate a relation to their qualitative if not to their quantitative results. What it comes down to in the last analysis would seem to be the problem of the individual employe, the needs and attitudes he or she brings to the job—or rather, what needs the job can be made to meet, what attitudes it can help to foster. Efficiency experts who envisage their task in terms more creative than the elimination of unnecessary movements have begun to search for the dynamic of incentive. We hear of "giving the worker a stake in industry," and the leaders of the labor movement are seeking a moral equivalent for the pride of craftsmanship which technical advances have rendered meaningless.

Large-scale organization, whether it be of industry or of social service, brings with it problems unknown to the earlier more spontaneous expression of the same activities. Our method of dealing with these problems has been largely one of forms and formuli, all the manifold devices of standardization based on our trust in the efficacy of arrangements and machinery. We are often aware that our arrangements are not quite adequate to the situation, that there is a hitch in the machinery somewhere, so we set about to tinker with

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the nuts and bolts, or to conceive new molds to shape our activities. But there is always implicit in our efforts "an infinite faith in molds." Yet devices, systems, plans of organization are but tools fashioned by ourselves, and they are of value only in so far as they are made to serve our human ends. It is not their tendency to do our thinking for us, and there emerges at length the realization that deliberate problem-solving thought is required of us afresh with every new situation.

What this means in terms of our present problem is the willingness to recognize its existence and to seek means for meeting it. We shall not need to engage in very dangerous pioneering. Much of the path lies cleared before us. Both in the fields of production and of distribution, the commercial world, under the pressure of the profit-motive, has made excursions into the realm of employe psychology. Their researches are as yet still in the tentative stage, but I believe we can fruitfully follow the lines they have indicated and adapt their experience to our own peculiar needs. It seems superfluous to point out that a program which has been found to pay for itself when measured in terms of dollars and cents will have little need to defend its practicality, while its validity in terms of improved human relations requires no further vindication here.

ONE of the wisest of social psychologists, Mary Follett, has posited what she calls *integrative unity* as the basis for sound organization. The application of this principle to the relations of services and departments is so widely accepted that we need not concern ourselves with it here. It is in its significance for the relations of men that we shall find it most suggestive in meeting our present difficulties. The concept of integrative unity of organization entails a wider application of the term social service than we have thus far been accustomed to. By common acceptance, the term has come to designate only that department which is centered about the case work of the institution. Matrons, attendants, porters, general service employes of all types, have not been included. I hope I shall not be treading too vigorously on the pride of caste in my own profession when I suggest that these too be considered "social service." This implies more than a mere bandying of words. It implies that the entire organization, from the chief administrator down to the lowliest errand-boy, conceive itself in terms of a functional unit directed toward the single goal of social service in its manifold and varied aspects. It does not suggest that the present director of the case work department assume control of the entire institution. It suggests rather that the philosophy and aims of that department be extended to these humbler types of service whose contributions so vitally affect the spirit of the whole.

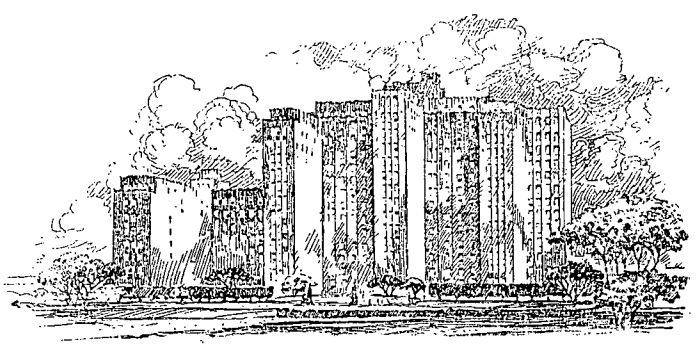
I do not think we will find the ideal of service too complex to serve as stimulus for the jobs requiring little intelligence. It is an ideal which is being trustfully inculcated in our schools in children whose mental ages are no higher than we may assume for the lowest level of our institutional employes. There is possible, in any event, the creation of an atmosphere by the more discerning which will go far in influencing the others in whom suggestibility is most likely to be found. We all know the degree of our own susceptibility to the general tone of our surroundings despite our proud aim of critical detachment.

I have been using the word employe unwillingly and with regret for the paucity of terms available. Employe carries with it the connotation of its correlative employer and all the implications of antagonism that the old class psychology has taught. The significance of the term is fading even for industry, as we find the "boss" less and less often the owner of the business and more and more another employe responsible to a board and ultimately to the public as stockholders. In a philanthropic institution the term has lost all meaning. We are one and all employes of the community at large and the sense of the identity of that relationship should facilitate the creation of that integrative unity of which Miss Follett speaks.

E. C. LINDEMAN'S term "functional fellowship" clinches the concept I am trying to present. Such a fellowship would do away with friction between departments and waste emotion involved in submitting to orders from above. There would be less of the feeling that we are working "under" someone, more of the realization that we are working "with." (For a delightful presentation of this attitude in an executive, see The Hospital and the Superintendent, two addresses by C. Irving Fisher, M.D., superintendent of Presbyterian Hospital, New York, published in pamphlet form. The spirit that pervades Dr. Fisher's own institution has won widespread appreciation and bears eloquent witness to the vitality of his conception.)

The wearying rules and regulations which are resented now as the expression of an authority that is external and arbitrary, would become the inevitable requirements of a situation to which we bear an integral relation. Such an attitude would make it possible for each to bring his fullest contribution to the work as a whole and to stand by that contribution. It is a commonplace of child-rearing that the giving of responsibility induces maturity, but in our professional relations we think too little of this matter. How much the utilization of this tendency would lighten the work of the executive is being proven in practice. As R. H. Tawney tells us in a paper quoted by Miss Follett, "no amount of supervision can compensate for the absence of discretion."

The increased self-respect and pride in his job which would come to each employe with this emphasis on the dignity of joint responsibility for community service would react in many directions. The "inseparable relation between interest and efficiency" would be found to hold in this connection as well as in industry. The value to the individual employe cannot, I think, be overestimated. Wages are not his only interest. All his eagerness to create and to construct, his desire for the approval of his associates, the sense of his own significance in relation to the whole, all these legitimate human desires demand satisfaction. If you are an adherent of the old psychology you will nod, ah yes, the instinct for self-assertion! and if you have caught up with the Freudians you will recognize the "ego drive." But however you name it,



South facade of the new Presbyterian Hospital, New York

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it is there, and when not utilized it can play havoc with the best laid plans. There is a strong movement afoot among the vanguard of psychiatric social workers to rid themselves by process of analysis of those emotional fixations and unhealthy drives which limit their professional detachment. It is doubtful how widespread such a movement can in practice become, and even the most enthusiastic would pause before recommending the plan for the elevator-boy. Yet we can do much with mass methods. We can utilize the common basic drives and transmute to socially desirable values the satisfaction found in work. When we can help a man with an "ego inferiority" to identify himself with the institution in the role of helper, so that he need no longer assert himself by taking it out on the patients; when we have helped him to play the part of good parent rather than bad, we have made the first change in a series which will affect the entire organization.

We have all become familiar with what the psychologist has called the "circular response," and its basic influence in every phase of human association. In the situation we are discussing, an even greater number of factors than usual are involved in the mutual interaction of directing staff, employes and patients. The changed attitude of the directing staff which we have been urging will produce a corresponding change in the attitude of the employes both toward the directing staff and toward the patients. These latter will in turn be found to have altered their attitudes toward the employes and toward the institution as a whole, to have become more self-respecting, less vexing. That this will follow can be prejudged from the experience of the psychiatric clinic in the hospital referred to at the beginning of this article. Despite the fact that it had under its aegis the most difficult group of patients in the hospital, it seems to have found less difficulty in maintaining the hospital rulings and in preventing the abuse of kindness than many of the others. The patients, for the most part, sensed the justice of the regulations as they were administered there. This was, I think, because there had become incorporated in their technique something of the general spirit of helpfulness and absence of any personal attitude toward the patients which I am here indicating. When the employe is no longer seen as a policeman or an inconsistent dispenser of special favors, we shall have less need for enforcing discipline among patients, and the newly built up attitudes of the employe will find many occasions for release in the numberless opportunities for helpfulness that arise.

I have dwelt at length on this need for "integrative unity" of organization to the exclusion of the means for bringing it about. Many of the devices which industry is utilizing—education of employes to an understanding of the organization as a whole and the part each plays in relation to it, meetings of employes to discuss problems that arise in their spheres and offer suggestions, more careful selection and placing so as to relate the character of the man to the type of job, insuring a variety of tasks and transfers to prevent monotony—these can be adapted to our needs. Others will suggest themselves as we begin experimenting along these lines, and there will be many variations with the type of organization and the nature of its functions which cannot be arrived at *a priori*. The primary essential is that the conception underlying these experiments be psychologically and philosophically sound—in order that the ultimate purpose of our social efforts—attainment of a more decent common life—be so much nearer realization.

Controlling Alcoholism

ENGLAND'S attempt to combat the evils of excessive drinking have been largely based on restrictive and educational measures and it is the results of such efforts that are recounted in a recent address by Sir Arthur Newsholme, formerly principal medical officer of the Local Government Board and a leader for many years in movements against alcoholism in Great Britain.

"Comparing 1910 with 1925," Sir Arthur writes, "the annual consumption of beer per capita has declined in Great Britain from 26.31 to 17.97 gallons, of spirits from 0.65 to 0.32 gallons, and of wine has increased from 0.28 to 0.30 gallons.

"In 1910 in England and Wales there were 161,407 convictions for drunkenness, in 1925 these had declined to 75,077. But this number of convictions for drunkenness, although happily declining, is still a serious social evil. It implies that about one person in 517 of total population or about one in 275 adults is convicted annually or a smaller proportion of the total population is convicted more than once. It appears not unlikely in view of these figures that one per cent of the total adult male population gets drunk at least once in the course of a single year.

"There can be little doubt that modern physiological research showing that alcoholic drinks even in small doses diminish efficiency in work of any kind and increase the risk of accidents has greatly influenced the habits of the community. The fact that in medical practice alcohol is now prescribed to an extent which is almost negligible when compared with the past also has had a great influence in changing the public outlook on the subject. But it would be a serious blunder to believe that educational and social influences have been solely responsible for the improvement already secured. They have been made effective by the contemporaneous restrictions on drink which have been enforced.

"The problem of alcoholic control remains to be solved. Economic considerations may—when they are fully realized—help to solve it; a more general knowledge of the fact that even small amounts of alcohol always diminish the efficiency of the worker will doubtless secure a gradual change in social habits; improvements in housing; provision of adequate facilities for recreation and amusement; better domestic cooking, and general management; and the increasing sensitiveness of the individual conscience to responsibility for our fellows will all be factors. But there are in our midst a proportion whom I have denominated 'savages'; and for them—and to protect the community against them—compulsion in some form or other, perhaps in many forms, is indispensable."

From one city in America, which is trying the most drastic experiment in compulsory control of alcoholism which the world has witnessed, comes the report of a study to add to our few and fragmentary facts on the working of prohibition, recounted by Helen M. Voorhees, who directed it:

The study, writes Miss Voorhees, was based upon the records of the Madison, Wisconsin, Public Welfare Association for the years 1916 and 1924, two years which were equally removed in time from the date of prohibition's entry into society. The total case load of the Public Welfare was included, since for a city of the size of Madison (42,519 in 1924) a smaller sample might prove inadequate.

The task for 1924 was comparatively simple, as the statis-

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tical records of the organization made easy the selection of families where drink was a factor in their dependency or need for help. Since there were no such complete records for 1916, the entire file of cases was investigated to find the families suffering from the influence of drink. It is an interesting commentary on the attitude of that period that in 1916 it is not always easy to discover a definite statement to the effect that drink was a factor to be reckoned with in the study of the case although every evidence pointed in that direction. Both the field workers and wives took that condition so for granted that frequently no note was made of it until the case history was well under way or when an unusual outbreak on the part of the offender demanded attention. By 1924 things were different. Apparently any hint of drink as even a casual factor was mentioned in the very first record.

Several conclusions can be drawn from the figures which can more easily be compared because the case load for the two years was approximately the same; 512 for 1924 and 507 for 1916. The number of families in which drink was even hinted at had been reduced from 113 or 22.3 per cent of the total in 1916 to 20 or 3.9 per cent in 1924. The figures for the earlier agree surprisingly with those of a similar study in Boston made in 1917, when the Boston Provident Association records showed 18 per cent of its families influenced by intemperance, while those of the Associated Charities of Boston showed 27 per cent. One further fact is significant: In 1924 drink, where it was found at all, tended to become the major cause of the family trouble, whereas in 1916 it was considered more frequently only a contributing cause to the general difficulty.

The study re-emphasized another fact: "Unemployment was and continued to be the constant predicament of drink-affected families. Of course, this begins or continues the vicious circle of physical disability in all its phases, unemployment, and their added physical ills; in the background is intemperance, ready to block every effort to remedy the trouble and to help pass on to the next generation an added tendency to physical weakness.

The study made does not concern itself with any families other than those who came under the care of the Welfare Association. Hence nothing can be said for or against prohibition in any other level of society. However, for this group of more than a thousand dependent or semi-dependent families it seems clear that there was a marked decrease of intemperance between 1916 and 1924. In the former year at least one-fifth of these families suffered from drink; in the latter year, less than one-twentieth were so afflicted.

A LIST of publications on the organization and administration of clinics and out-patient services has been prepared by the Associated Out-Patient Clinics Committee of the New York Tuberculosis and Health Association, from which it may be obtained on request. The listings include articles from magazines published during the current year, surveys on clinic facilities in New York City, and pamphlets on clinic organization and management. Copies of all publications on the list, in limited numbers, also may be obtained without cost from the Committee at 244 Madison Avenue, New York City.

POOR LITTLE RICH children as well as unfortunate little poor children appear in an analysis recently made of the home backgrounds of 400 children who made application to the habit clinics of the Massachusetts Division of Mental Hygiene during their first 18 months of operation. In these 400 cases, which include all cases during that period in which any considerable service was rendered, only one in 10 was found to be suffering for lack of the physical necessities of life, and only 13 per cent were handicapped by poverty. On the other hand, in 87 per cent of the 322 cases in which the home failed the child, the failure was spiritual rather than material. Four-fifths of these children had no teaching that the historian could discover as to the meaning of right and wrong behavior, and had little or no effective control in the home. Nearly half of them lived in homes in which there was no cultural interests, 41 per cent lacked opportunity for normal play, 23 per cent were cut off from the social give and take of their fellows, and 10 per cent of them "were unloved in the place they called home." In about 20 per cent of the total number of cases the homes were considered adequate for the needs of the child, and the behavior difficulty was due to physical or mental defect or some lack of understanding by the parents.

IN THE PAST eighteen years the incidence of blindness due to ophthalmia neonatorum (babies' sore eyes) has been halved, declares the annual report just published by the National Committee for the Prevention of Blindness, though in fourteen of the states and Alaska there still is no provision for the distribution of silver nitrate to prevent the suffering and frequent blindness resulting from this condition, which can so easily be avoided. The number of sight-saving classes in the schools has increased from 2 in 1915 to 265 in 1926, but even that latter considerable number meets only a small fraction of the need; there should be some 4,700 more. Trachoma and industrial accidents which impair or destroy eyesight are other important causes of blindness on which the general campaign of the committee and its special studies and projects are focussed.

THE FIRST of the series of rural hospitals to be established by the Commonwealth Fund in cooperation with local communities was dedicated at Farmville, Virginia, on November 9. It will serve all or part of nine southside Virginia counties, covering an area of thirty-five miles, and upwards of 100,000 people who have been without adequate hospital facilities. When announcement was made of the program of the fund to help establish two rural hospitals a year, more than fifty applications were received from communities which were anxious to meet the conditions of the offer: that a third of the cost of construction and equipment should be provided locally, while the fund would furnish the remainder and the plans and specifications. Since the choice of Farmville in February, 1926, additional awards have been made for hospital units to be established at Farmington, Maine; Glasgow, Kentucky; Beloit, Kansas; and Wauseon, Ohio. In each case it is planned to make the hospital a center for constructive public health work as well as for medical treatment, and the program of the fund includes provision for a limited number of fellowships to be awarded to local physicians for postgraduate study; arrangements for local institutes and educational clinics to be held in connection with the hospital and conducted by well-known medical men; and finally provision for the training of nurses.

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From a decoration by Ilonka Karasz for The Outline of Man's Knowledge, by Clement Wood (Lewis Copeland Company, $5.00). Here a poet, with a gift for curt but colorful writing, tells the story of history, science, literature, art, religion and philosophy in 600 pages—an outline of the outlines

Books in Our Alcove

Understanding Children

THE INNER WORLD OF CHILDHOOD, *by Frances G. Wickes. Introduction by Carl G. Jung. Appleton. 380 pp. Price $3.50 postpaid of The Survey.*

BEING conscious is terribly hard work. Introspection is easy—and often futile. But few of us ever reach the point where we can separate the "me" from the sticky mass of racial habit and social predilection which surrounds it, can view the "me" straightforwardly, refusing to be distracted by self-love or self-blame or self-pity, and can give the "me" an honest chance in the world.

That is why Mrs. Wickes' admirable book on The Inner World of Childhood will not revolutionize the way children are reared in ten thousand families. Her way is too hard. She offers no system, no short cut to child culture. She merely offers, quietly and modestly, a glimpse into the child's soul, and traces with devastating clarity the connection between that soul and the inner life of the parent. Her conclusion is as simple and as baffling as the Golden Rule:

> A knowledge of our own problems, and a relationship of love and trust with the child, and a continuous effort toward greater consciousness first for ourselves then in his own developing life, are the things that we must seek after if we are to have a helpful part in shaping the lives of children.

In the baldest terms, Mrs. Wickes' thesis is that parents who do not wish to cripple their children must do two things: sustain them, and get off their backs. The paradox is more apparent than real. The child is an individual, not the parents' property or show-front. But his physical dependence on the mother during gestation is no more real than his spiritual dependence on his parents during infancy and early childhood. The first need of the child is for security. In case after case which Mrs. Wickes quotes—for she has a genuine feeling for children, and the book is full of them—there is touching evidence of the utter demoralization which may lie beneath the bravado of a boisterous exterior when a child senses that he is really unwanted, or unloved, or when he is swayed by the caprice of a shallow parent, or crushed by the sternness of a martinet. Security is not a gift that can be given externally: it proceeds from the heart, and the child, as intuitive as a feather in the breeze, is carried on the unseen currents of the parents' feeling.

But if security demands honesty, honesty demands consciousness. The father and mother who conceal, under a courteous demeanor and a decorous "respect for the child's feelings," raw resentments and mutual distrusts, can give no real security to the child. The repressed mother, the infantile father not only threaten the security which is vital for the child's growth, but may actually poison it through the spiritual osmosis which is inseparable from family life. For the maladjustment that we crush down into the un-

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conscious slips from our control: we can no more keep it out of our relationships than we can withhold our breath from the face of the morning. Here Mrs. Wickes makes one of her most telling points: it is not necessary that the parents' problems be solved before the child can be released from their tension; that would make the fate of childhood too cruel, for who of us can accomplish that? When the problem is admitted to consciousness, is faced by the parents and carried honestly between them, heavy though it may be, the child is free to adjust to the reality of the situation. The dice are no longer loaded against him. No reality can be as baffling as the insidious blight which spreads through a child's world from the suppressed bitterness of a parent.

Mrs. Wickes writes as a practicing psychologist, whose work with children has been based upon the analytical psychology of Jung. She is careful, however, to make plain the essential difference between such use of analytic technique with children and the analytical process which is suitable for adults. Her book necessarily summarizes some psychoanalytic tenets. Unfortunately, she puts these definitions in the first chapter where they will no doubt frighten away, by their unfamiliarity and their compression, the very parents who most need to share her warm and friendly knowledge of childhood. Anyone who has tried to bring parents of the old school into real contact with the fresh concepts of modern psychology will recognize the odds against this book. Incidentally, the reader who is curious about psychoanalysis as interpreted by the associates of Jung will go far before he discovers a more illuminating comment than this from one of Mrs. Wickes' later chapters:

> Analysis . . . does not solve our problems but merely presents them for our inspection. . . . the unconscious merely presents the problem, pulls it up into the light so that it may be examined. The acceptance of the task and the choice of the new way to be followed lie in the conscious.

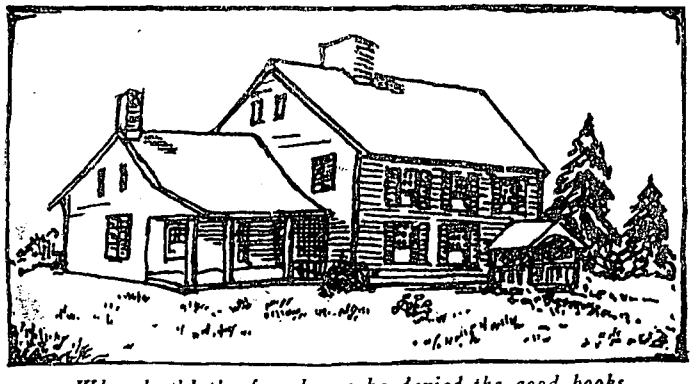
Of course, if one is satisfied with the facile formulae of the behaviorists all this talk of an inner world is moonshine. But those who still suspect the existence of what used to be called the soul—and has anybody a better word?—will be grateful for this book as a guide to a more sensitive understanding of the child.

RUTH FAIRBANK AND GEDDES SMITH

Like Father Like Son

EVERYDAY PROBLEMS OF THE EVERYDAY CHILD, *by Douglas A. Thom, M.D. Appleton. 350 pp. Price $2.50 postpaid of The Survey.*

THIS book will appeal directly to parents, for whom it is written in a clear and helpful manner, practical for everyday situations. It is thoroughly constructive in its point of view. Sometimes, beside the discussion of specific topics, simple, definite advice is given for meeting particular difficulties.



Why should the farmhouse be denied the good books which are free to all in the city? (This and three cuts following, courtesy American Library Association)

The Town Hall provides space for a branch, sometimes headquarters for a county library system.

The nature and formation of useful habit reactions constitute an instructive chapter; the essential significance of obedience and its place in a child's development should do much to bring the parent to a functional attitude toward his child's training. Such an emotion as anger is pointed out as natural and useful to the child and therefore a subject for control, not suppression or eradication. Fear is treated with regard to its possible value, objective or subjective, as the individual may make use of it; at any rate, it is to be examined frankly with the child and openly discharged or, if it has really useful elements, these are to be wisely incorporated into life. Jealousy, inferiority, sex disturbances are considered in the light of the factors involved, while at the same time emphasis is laid upon the part played in their formation by parental mistakes and parental attitudes.

Thus the parents' own problems are considered as the source in large part of those of the child. Enlightenment falls upon the child's difficulty only when the parent realizes that he projects upon the child his own fears, embarrassments, his expectation of the child's failure, and so on. Heredity and environment are appraised so that the parent will give each its due and place no false reliance upon heredity making it an excuse from effort for himself and child.

One may be surprised to find corporal punishment advocated, even in a slight degree, and physical measures for such a habit as thumb-sucking, yet the constructive approach here to the matters for correction actually tends to eliminate the use of such means. Fuller recognition of the psychology of the love-life and the part it plays between parent and child would have added illumination to various problems. The book is, however, an exceedingly useful and stimulating guide.

LOUISE BRINK

Child Study Association

The School an Open Road

THE PROBLEM CHILD, *by A. S. Neill. McBride. 256 pp. Price $2.00 postpaid of The Survey.*

THE analytic age adds a new volume to its library and to its credit. A. S. Neill gives us the benefit of his work with problem children. There is nothing of the pedantic or didactic in this book, and the author holds aloof from all standardized child psychology. His approach to neurotic aspects of childhood is that of the humanist with an open mind and heart, who lives through sick reactions with the victims of early mishandling and then writes what he has learned of thwarted forces. "The only curing that should be practiced is the curing of unhappiness" and to impose rigid formulas upon childhood cripples life itself.

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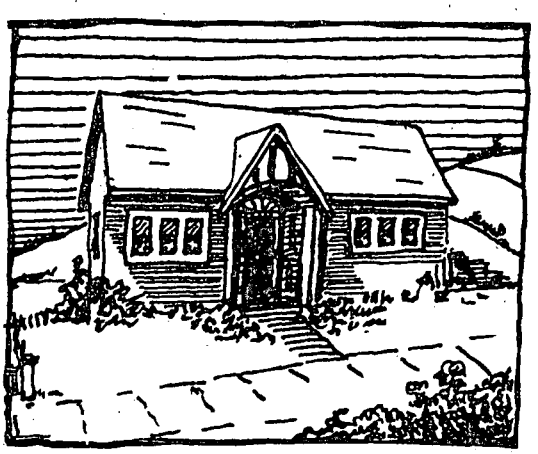
School to Neill means essentially release, to enable the child to carry out his interests, to give his energy full play, that he may find again the lost road to happiness. The author rejects the light technique and method of the "modern" teacher and parent who find it less effort to treat the surface than to trace the root of disorders.

In his school, established first in Austria, now in England, the author takes education as a living thing. For him it never becomes an abstraction. He feels that it must function freely on a flexible basis of give and take; and since organic needs are vital and sound it follows that children instinctively use liberty to form healthy adjustments to group unity.

"Every case has been the result of misguided early education" when out of scrapped iron the educator is told to perform miracles. Neill frankly admits his failures after too much damage has been done, or often repairs are temporary when the home continues its blind process of waste. "A man's life is the story of his fears" and there are illuminating chapters on the effects of punishment, on neuroses formed by religious training or parental violence with the result that those shadows cast their life sentence on the child.



This village library doubled its community value by accepting the aid of county-wide service.

This book reduces much of the present problem stuff to profoundly simple terms. Neill is conscious of the limitations of current and glib child psychology. Before a fatuous world can hope to guide the child it must first turn the mirror on its own conflicts and view the dusty image of "past beliefs, past manners, past morals"—not to force yesterday on the child, but with sympathy and trust to help him into tomorrow.

HALLE SCHAFFNER

Group Autobiography

A HISTORY OF THE CUTTERS' UNION, *by James Oneal. New York Local 10. 451 pp. Price $2.00 postpaid of The Survey.*

IT is a significant feature of the trade union movement that the history and traditions of trade unions are being set down in writing for the benefit of those members who have not had to undergo the experiences of the pioneer unionist. The History of the Cutters' Union was issued in celebration of the twenty-fifth anniversary of the cutters' local of the International Ladies' Garment Workers' Union. It is the record of an organized craft of skilled workmen reflecting all the many currents, turbulent and otherwise, that have entered the American labor movement.

In the beginning the cutters' local was comprised of German and Irish workers wielding the cutters' knife. The industry was decentralized, the shops were small, and the union was ephemeral. With increasing production, a greater division of labor, the entrance of heterogeneous nationalities into the industry, there came also a changing occupational psychology, racial conflicts between workers in the same trade resulting in internal political squabbles. Out of the chaos of these early conflicts was crystallized an organization of workers that came to be the best organized, the highest paid, the strongest group in the International Ladies' Garment Workers' Union.

The cutters have held a strategic position in the garment industry. Because of this, they have been proud workers, self-conscious, important factors in strikes, individualistic and conservative. The record of their disagreements with the international union, begins with the factional trouble between the Gotham Knife Cutters and the United Cloak and Suit Cutters in 1902 and leads up to the expulsion of the cutters' local from the international union in 1910. It is a repetition of the conflicts of authority between the state and the nation, born from the state, and yet claiming power over it.

The book is a contribution to trade union literature. It has many literary defects, and undoubtedly may be subject to much criticism at the hands of those who have participated in the making of the union, but it does make accessible to those interested in the evolution of craft psychology a fund of information and interpretation.

THERESA WOLFSON
Hunter College

The Girl of Today

GIRL LIFE IN AMERICA, *by Henriette R. Walter. National Committee for the Study of Juvenile Reading. 157 pp. Price $.50 postpaid of The Survey.*

"THE girl of today," like all generalizations, probably exists only in our own classifying and generalizing minds, and yet we know so well what we mean by the term that it calls up a very concrete image. To most of us it suggests immediately a slender, boyish, short-haired, long-legged girl, displaying both art and artifice in her over-red lips, her arched brows, her darkened lashes, yet remarkable for her honesty, her directness, her courage and her capacity for speaking, quite simply and naturally, of spades when spades are meant.

In a word, the girl of today means the modern flapper. It is she of whom we think as the typical product of our own age rather than of the infinite variety of other girls whom we have, as always, with us. It is of the flapper's background—her home, school, jobs, religion, recreation, reading—that the study of Girl Life in America treats primarily.

This study is based upon much careful research and a keen analysis of authoritative studies made by many agencies, both governmental and private. To secure information upon points about which adequate or recent material did not seem available, original data were gathered through three questionnaires, which are given in full in the appendix. The study is extensive rather than intensive but it is so well documented and so admirably arranged that it will serve as a guide and ready reference manual for all who are interested in the youth of today, particularly in the possibilities and problems of the adolescent girl. As far as possible, facts have been presented in tabular form and, throughout, the

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text is broken by captions which catch the eye because they ask the pertinent, intelligent questions which will be in the mind of every alert reader. The summaries at the opening of each chapter and the index at the end of the book add to its value by making its material more readily accessible.

There is much in the picture of unstable homes, highly standardized education, commercial recreation, and general disorganization in religious belief and codes of conduct that must give anxious pause to one who considers seriously the situation of the growing girl of today. On the other hand, there is much, too, to show that effective efforts are being made to counteract these tendencies. The spirit of Miss Walter's study is, in itself, a most hopeful sign of the times. The care with which the data have been gathered and sifted, the clear separation of fact from opinion, the avoidance of unjustified conclusions are all characteristics of a new age which strives to face facts unafraid, and to free itself from unconsidered judgments and unreasoned behavior. When that spirit comes to prevail among educators, parents and social workers, youth will be more sympathetically understood and more constructively criticized than it has been in the past. Altogether, the study is an excellent piece of work and deserves to be used widely.

MARY L. ELY

Education Secretary,
National League of Girls' Clubs

School vs. Factory

HUMAN WASTE IN EDUCATION, *by Anna Yeomans Reed. Century. 449 pp. Price $2.50 postpaid of The Survey.*

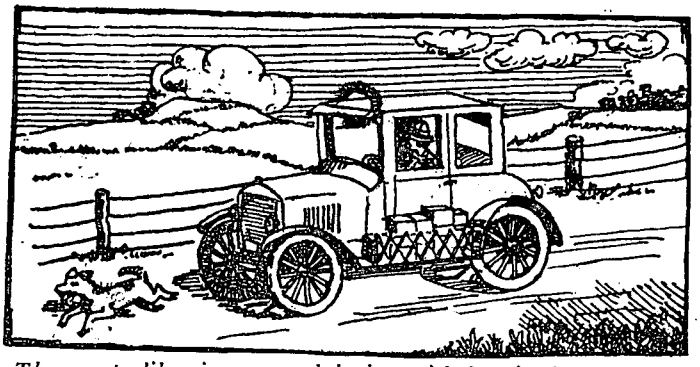
AFTER more than twenty years of rich personal experience and activity along lines of social service, teaching, business, practical and research personnel work, the author is unusually well qualified to make this valuable contribution to the whole problem of child waste in industry and in compulsory education.

Her conclusions and suggestions are based on analysis of pertinent information drawn from numerous surveys, researches, and reports. The material has been so handled that the high points of the investigation and the conclusions may be read without examining the long array of technical material. The student can find in the body of the book "factual evidence to permit him to evaluate any interpretations and conclusions of the author." The plan, however, necessitates considerable repetition of the interpretations and conclusions if the entire text is read.

Dr. Reed's introductory "overview," the earlier surveys, and their results, then the later surveys, give an historical development and consecutive conception of the facts on the waste involved in child labor and education, both separately and comparatively. She gives particular attention to the generally accepted theory that it is necessary to "force" educational training upon young people extending higher and higher both the chronological age and grade limits of the compulsory school period. This type of "legislation has not solved" school elimination and employment problems but there are many indications that "it has increased retardation." She would place the chronological age limit for compulsory schooling at fourteen years.

The discussion dealing with "work-experience" as a factor in education presents "evidence to indicate an increasing realization of its importance." The experiments which follow "bring before one vividly the fact that the employer is an indispensable factor in furnishing usable facilities for the education of that large group of youth who have valuable social and economic potentialities but who are not qualified for or interested in academic opportunities." The reviewer sees this conclusion emphasized daily in her employment and adjustment work with girls. Dr. Reed has, however, allowed this point of view to color her reaction to the material included throughout the book, and has unfortunately neglected to give due recognition to the possibilities of practical and unit courses of trade training within the schools for certain retarded children; such courses, for instance, as those given by the trade extension classes of New York City.

The only mention which Dr. Reed makes of accidents to minors in industry is in connection with the U. S. Children's Bureau survey of The Working Children of Boston from which she notes that there were "comparatively few accidents, and 23.3 per cent of those which did occur happened when the children were not at work." She has neglected to give consideration to the recent important studies of accidents to employed minors in Massachusetts, Wisconsin, New Jersey, and New York State. These studies point out that because the child's attention is less sustained than that of an adult, because he lacks experience and is still immature in muscular and nervous development, he is more liable to suffer accidents than an adult under given industrial conditions. This is more than true when applied to the inferior group of working children who form a large percentage of "drop-outs," and whose development in judgment and nervous stability is less than that of the average child of his chronological age. Since it is with the "drop-out" and "human waste" that Dr. Reed is especially concerned, the omission of such accident consideration is especially unfortunate.



The county librarian comes bringing with her fresh supplies of good books for the branch library and the school and offering expert advice and assistance to the local libraries on her route.

In the most hopeful part of the book, Suggestions for Waste Elimination, Dr. Reed cites the interesting type of experimentation which is "changing the picture in some localities, and has attempted to weave fragmentary constructive suggestions into the beginning of a tentative program for waste reduction." Her evaluation of the material indicates suggestions, some of which may help to answer one of the crying needs of the day, i. e., not more compulsory schooling but a better handling of children through a study of their individual differences.

KATHARINE TREAT

Vocational Adjustment Bureau, New York

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A Church Omnibus

CHRISTIANITY AND SOCIAL ADVENTURING. *Edited by Jerome Davis. Century. 373 pp. Price $2.50 postpaid of The Survey.*

THIS is not a book at all, but a collection of essays and speeches by William E. Borah, Harry Emerson Fosdick, Francis J. McConnell, Joseph K. Hart, Graham Taylor, Haven Emerson, Luther Weigle, F. Ernest Johnson, Richard C. Cabot, and others. In general the writers deal with what they think the church should do with reference to civic liberties, child dependency, juvenile delinquency, social settlements, public health, mental hygiene, immigration, industry, law enforcement, and jails. The essays are stimulating and provocative, occasionally aggravating, and often inspiring. Each writer discusses a field in which he is more or less an expert. The fields overlap, and are treated from different angles and from a background of varied interpretations of religion. It is therefore quite impossible to review the volume as a unit, for it is not a unit. If these various essays have any connecting thread at all, it is the editor's assumption that whatever is wrong in the world, the church should correct. This assumption is open to serious question. An increasing number of socially-minded Christians are coming to believe that the church would be more effective if it concentrated its energies upon the task of inspiring mankind and converting selfish attitudes into unselfish ones. The actual business of reform may well be left to other organizations and institutions. However this may be, the present reviewer hopes that Professor Davis' next book will be a product of his own kindling mind and imagination, rather than an assembly of essays by other writers, no matter how able.

FRED EASTMAN

University of Chicago

Out of a Human Laboratory

THE SOCIAL BASIS OF CONSCIOUSNESS, *by Trigant Burrow. Harcourt Brace. 251 pp. Price $4.00 postpaid of The Survey.*

THIS book throws a new light on our consciousness and like an ultra ray it stimulates while it illumines. It comes as the result of long research in that special field. For many years Dr. Burrow was assistant in psychiatry at Johns Hopkins in Baltimore and a leading psychoanalyst, widely known for his original views which found expression in his writings. Now he has had to let analysis go. Against his will—in his own struggle to hold fast to the current techniques—he finds that he can no longer accept its theories. Life, says Dr. Burrow, cannot be dealt with by theory, by any outer process, for the simple reason that it is its own process. And the more we try to conform to systems of feeling or thought the more we let ourselves be tricked by substitutes for life—instead of our being in life.

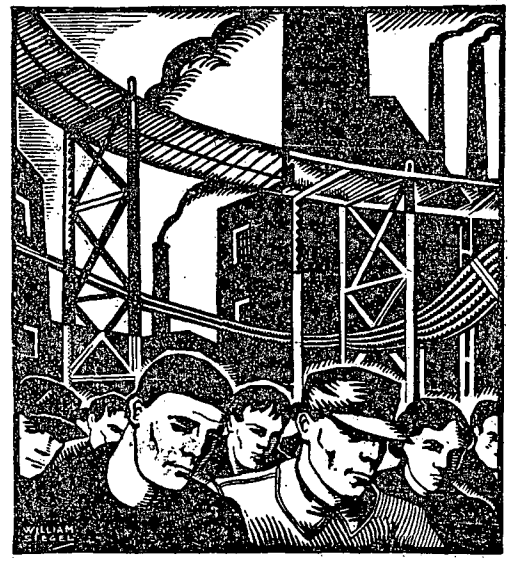
This theme forms the residue of a novel social experiment. It developed not by way of abstract deductions but in concrete terms of Dr. Burrow's own experience. Thus his words—as nearly as words can recreate—give us the basis of the rebirth and growth of his real consciousness as it came about in a living-through period that went on for six years in a specially organized group life. And, in one sense or another, we all belong to it. His growth could be our growth.

In this human laboratory he studies the actions and reactions of the individual and the group, like the contents in a crucible. He seeks to make clear to us our division from the simple flow that is life. For in that small cross section of society at large he came up against the whole neurosis as well as its parts; he found the same disorders common to the group and to its members; the same disharmony present in the separate and collective minds. The "neurotic" who is in reality healthy in his protest against the empty concepts of society finds that he can neither feign false standards nor live without his fellow-men. And the herd, the so-called "normals," share a mass insanity that breaks through in wars and class hatreds. Secure in the strength that comes from safety in numbers, they can deny their social neurosis by calling the solitary rebel, the other fellow, crazy. It is all a sickness. The race of man is inherently an organic unity—indivisible as the human organism.

Dr. Burrow holds that the entire human conflict varies in proportion to the motives of our self-interest, taken in either a subjective or a social sense. And life, at its true level, is not arbitrary. This idea of getting or not getting when it should be a sharing; this thing of will or won't must yield its own absolute before we can hope for unity. It is vital that we discard the patterns of various schools of thought—each cut on the personal bias of its leader—since they offer us only formulas for reality. The tyranny of such data is as unreal as the nursery image of a "good boy" or the adult ideal of a "progressive culture" and so on. Life is not a picture. "It is something experienced; something felt. . . . Life *is*"! Unless we are done with our attempts to fit life into the fixed fallacies of all techniques we cannot be in life what we are meant to be: part of its own quiet sequence.

So that the solution for our own unity lies within each of us. As we rid ourselves of the smother of images and the claims of self-interest we feel more clearly. And to feel clearly means in the end to function clearly. To find one's consciousness is to lose one's self-consciousness in an absorption with life—in a growing closer to people. Then we feel one in a race sense. Then we are whole as a race soul. Then we begin to live.

HALLE SCHAFFNER



Drawing by William Siegel from the jacket of The Belt, by Paul Sifton, Macaulay, New York

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RUN OF THE SHELVES
A DESCRIPTIVE LIST OF THE NEW BOOKS

THE COUNTRY NEWSPAPER, *by Malcolm M. Willey. 135 pp. The University of North Carolina Press. Price $1.50 postpaid of The Survey.*

THE weekly country newspaper was, in the period of the Civil War, an influential and highly-regarded organ, especially outside of the then limited metropolitan area. Doctor Willey believes, now that national news, international news, and magazine features have become specialized and generally accessible, the field of the country weekly is service to its own locality; he urges, as a sociologist, that its columns should offer material which contributes to local group-consciousness and to purposive improvement. For the measurement of newspaper content, a system of defined categories has been developed and applied to thirty-five country newspapers of Connecticut. These papers, Doctor Willey concludes, are deficient in the amount of local news and of socially significant news printed, and are highly variable in the space devoted to the important categories.

HELEN A. CARMALT

CHICAGO CIVIC AGENCIES 1927, *by the Public Affairs Committee of the Union League Club of Chicago and the Committee on Local Research of the University of Chicago. University of Chicago Press. 315 pp. Price $2.50 postpaid of The Survey.*

MORE THAN five hundred separate organizations have as their chief aim some phase of civic betterment in the city of Chicago. This volume, prepared under the joint auspices of a committee of the Chicago Union League Club and a committee of the University of Chicago, meets the previous lack of any central directory which would list not only the social agencies engaged in some form of civic work but also the whole range of groups working for one or another of the 355 civic projects (including reforestation) classified during the course of the study. The agencies are listed alphabetically, by activity, and by locality, to make readily available for use an enormous amount of data on the complete course of civic interests in Chicago.

THE GREEK EMIGRANT AND HIS READING, *by Alison B. Alessios. American Library Association, Chicago. Price 50 cents.*

A DISCUSSION of the modern Greek, his racial background, recent history, literature and reading tastes, with a list of books suggested for purchase by libraries that wish to serve Greek emigrants.

EDUCATION FOR WOMEN AND MOTHERS OF FOREIGN BIRTH IN THE CITY OF NEW YORK. *The Council on Immigrant Education, 280 Madison Avenue, New York.*

THE plan and scope of New York's work along this line, with numerous suggestions adaptable to other communities that are attempting to solve this problem.

THE RAILROAD LABOR BOARD, *by H. D. Wolf. University of Chicago Press. 473 pp. Price $4.00 postpaid of The Survey.*

THIS present study of the Railroad Labor Board falls into three parts. First it reviews conditions during the period of government operation; secondly it takes up the problems which the Labor Board had to meet, together with the causes and events that led to its close; and thirdly it discusses the outlook for industrial peace on the railroads, in the light of the present Board of Mediation. Mr. Wolf gives a thorough analysis of operations and results.

WORKERS' HEALTH AND SAFETY: A STATISTICAL PROGRAM, *by Robert Morse Woodbury. Macmillan. 207 pp. Price $2.50 postpaid of The Survey.*

THIS volume emphasizes the need of statistics in relation to the problem of industrial health and safety. Part One covers the field of accident data available, with a program for the development of a new series of statistics to meet present requirements, while Part Two performs a similar service in regard to the worker's health.

SOURCE BOOK FOR SOCIAL PSYCHOLOGY, *by Kimball Young. Knopf. 844 pp. Price $4.25 postpaid of The Survey.*

A SOURCE book on social behavior which covers both the general and psychological factors involved, with selections from authoritative sources. A careful and stimulating work, presented in scientific fashion, on the current aspects of social living.

EDUCATIONAL YEARBOOK, TEACHERS COLLEGE 1926, *by I. L. Kandel. Macmillan. 596 pp. Price $3.25 postpaid of The Survey.*

REVIEWS the educational systems in thirty-seven countries in reference to their "historical origins," existing organization and special problems. Issued by the International Institute of Teachers College, this is the third yearbook to continue the account of the progress and practice of education.

GIRLS WHO DID, *by Helen Ferris and Virginia Moore. Dutton. 308 pp. Price $2.50 postpaid of The Survey.*

A SERIES of informal and interesting interviews with well known women who tell the story of their chosen work and how it grew into successful careers.

SPECIAL LEGISLATION FOR WOMEN, *compiled by Julia E. Johnson. H. W. Wilson. 142 pp. Price $.90 postpaid of The Survey.*

BRIEFS for and against special legislation for women, with arguments in its favor.

THE ECONOMICS OF LIFE INSURANCE, *by Solomon Huebner. D. Appleton. 219 pp. Price $2.50 postpaid of The Survey.*
THE LAW OF SALESMANSHIP, *by E. Paul Huttinger. D. Appleton. 250 pp. Price $2.50 postpaid of The Survey.*
TAXATION, *by Harry J. Loman. D. Appleton. 257 pp. Price $2.50 postpaid of The Survey.*

HERE is a group of three studies relating to the field of taxation, salesmanship and general economics of life insurance, valuable as text and reference material for schools of business administration.

THE WORKMEN'S COMPENSATION PROBLEM IN NEW YORK STATE. *National Industrial Conference Board. 375 pp. Price $3.50 postpaid of The Survey.*
CLERICAL SALARIES IN THE UNITED STATES, 1926. *National Industrial Conference Board. 50 pp. Price $1.50 postpaid of The Survey.*
THE COST OF LIVING IN FOREIGN COUNTRIES. *National Industrial Conference Board. 402 pp. Price $3.50 postpaid of The Survey.*
THE LEGAL STATUS OF AGRICULTURAL COOPERATION, *by Edwin G. Nourse. Macmillan. 555 pp. Price $3.00 postpaid of The Survey.*
OUR GREAT EXPERIMENT IN DEMOCRACY, *by Carl Becker. Harper. 332 pp. Price $3.00 postpaid of The Survey.*
A CASE BOOK FOR ECONOMICS, *by William E. Weld and Alvin S. Tostlebe. Ginn and Co. 508 pp. Price $2.80 postpaid of The Survey.*

THIS case book of economics is a text book in use at Columbia during the past two years.

PARENT EDUCATION, *by Richard Olding Beard. University of Minnesota Press. 215 pp. Price $2.00 postpaid of The Survey.*
EDUCATION AND THE INTEGRATION OF BEHAVIOR, *by Meredith Smith. Teachers College Press. 93 pp. Price $1.50 postpaid of The Survey.*
SPECIAL DAY PAGEANTS, *by Marion Kennedy and Katharine Isabel Bemis. Barnes. 48 pp. Price $1.50 postpaid of The Survey.*
HISTORY OF GIRARD COLLEGE, *by Cheesman A. Herrick. Girard College. 390 pp. Price $2.00 postpaid of The Survey.*
THE CHURCH IN THE CHANGING CITY, *by H. Paul Douglass. Doran. 453 pp. Price $4.00 postpaid of The Survey.*
PROPOSED CLASSIFICATION AND COMPENSATION PLANS FOR LIBRARY POSITIONS. *Bureau of Public Personnel Administration. 208 pp. Price $2.15 postpaid of The Survey.*
THE BAIL SYSTEM IN CHICAGO, *by Arthur Lawton Beeley. University of Chicago Press. 189 pp. Price $2.00 postpaid of The Survey.*
THE BANANA, *by Philip Keep. Houghton, Mifflin. 181 pp. Price $2.00 postpaid of The Survey.*
THE TEETH AND THE MOUTH, *by Leroy L. Hartman. Appleton. 93 pp. Price $1.50 postpaid of The Survey.*
ECONOMIC PROBLEMS NEW AND OLD, *by Allyn A. Young. Houghton, Mifflin. 301 pp. Price $3.50 postpaid of The Survey.*
THE INTERNATIONAL ACCOUNTS, *by Cleona Lewis. Macmillan. 170 pp. Price $2.00 postpaid of The Survey.*
MENTAL TESTS IN CLINICAL PRACTICE, *by F. L. Wells. World Book Co. 315 pp. Price $2.16 postpaid of The Survey.*
THE ABC OF PSYCHOLOGY, *by Vance Randolph. Vanguard Press. 137 pp. Price $.50 postpaid of The Survey.*
RUDIMENTS OF ECONOMICS, *by William W. Hewett. Crowell. 247 pp. Price $1.75 postpaid of The Survey.*
GENERAL ECONOMIC HISTORY, *by Max Weber. Greenberg. 401 pp. Price $3.50 postpaid of The Survey.*
BRITISH WAR FINANCE, *by Henry F. Grady. Columbia University Press. 316 pp. Price $5.00 postpaid of The Survey.*
THE CONGRESSIONAL CONFERENCE COMMITTEE, *by Ada C. McCown. Columbia University Press. 274 pp. Price $4.50 postpaid of The Survey.*
LEGISLATIVE FUNCTIONS OF NATIONAL ADMINISTRATIVE AUTHORITIES, *by John Preston Comer. Columbia University Press. 274 pp. Price $4.00 postpaid of The Survey.*
CAMP RECREATIONS AND PAGEANTS, *by Mari Ruef Hofer. Y. M. C. A. Press. 217 pp. Price $2.00 postpaid of The Survey.*

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Uncle Sam Helps Fill the Community Chest

By MARTIN KEET

IF there is one outstanding source of tribulation for those who assume the responsibility of periodically replenishing the Community Chest, it is the aggravating problem of how to obtain complete and adequate response from prospective contributors. The customary plan of organizing volunteer citizens as workers is meeting with increasingly frequent failure. Business and professional men and women who served faithfully in previous drives or campaigns for this or that community objective, are drive-tired and campaign-weary, and the task of mobolizing enough to insure thorough solicitation is almost impossible of accomplishment.

The Community Chest as such is not at fault. It is probably the most satisfactory method yet devised for maintaining charitable and welfare institutions. Yet growing deficits would indicate that many willing and financially able contributors are not even approached for their donations simply because there are not not enough workers to call upon them. The probable giver is in the unique position of the genial chap who attends the church bazar, eager and financially equipped to help along the good cause, but who makes no purchase because no one has asked him to buy.

How then to adequately refill the Community Chest?

Sunbury, a little Pennsylvania city of 16,000 inhabitants, after a year of careful experiment, has worked out this practical and economical answer: Instead of relying upon the doubtful effectiveness of "team-workers," it enlists the cooperation of Uncle Sam and a two-cent stamp. More specifically speaking, it conducts, and with extraordinarily successful results, its Community Chest appeal—all by mail!

Notwithstanding the fact that its people have recognized for some six years the practicability of the Community Chest, this city a year ago was confronted with the alternative of obtaining the required funds in some manner other than the customary "drive," or abandonment of the chest. The call for community volunteers to tramp about the streets from store to shop and from shop to office was met with flat refusal. The appeal by mail was adopted as a sort of forlorn hope, except by those who were convinced that a sufficiently larger number of citizens would continue to contribute if only they could be requested to do so.

Just one letter was mailed. But with what careful thought that little missive was prepared! The message was printed in folder form, of a size that would fit into the ordinary business-like envelope. The opening statement stressed the fact that the recipient would not be asked to serve as a volunteer campaign worker. The remainder of the contents cited the worthiness of the cause, the need for response, the possible alternative if it failed, and concluded with a list of participating agency budgets and the total financial objective. A cleverly devised subscription blank, perforated for convenient detachment, and an addressed and stamped envelope, so typed and inserted in an outer envelope of the window type for convenience, economy, and a double check on the returns, completed the mailing scheme. The prospect list was prepared from the files of previous campaigns, augmented with club, fraternal and civic organization rosters, city and telephone directories, factory and mill payrolls, tax lists and similar sources.

The result was positively surprising. Not only was more money obtained than under the old method, but the list of contributors was increased by nearly two hundred. Careful check of the returns from the first direct mail appeal revealed the rather interesting fact that just 162 who had never donated a penny in previous campaigns, because not enough workers had ever been enrolled to complete the canvass, had been added to the list of contributions. Many of these, it is true, were for small amounts—one, two and five-dollar subscriptions. Yet the efficacy of the mail method in approaching prospective donators who had never been approached before was interestingly illustrated in the penciled little messages on the subscription blanks. "I am sorry that I can't give more, but I am glad to send this. I had never been asked to do so before and I have wondered why," was a typical notation. "I supposed because I had never been asked to do this heretofore that my little mite wasn't needed," was another.

Except for occasional newspaper reference to the progress of the appeal, the movement went quietly on, each mail testifying to the unique success of the plan. The usual ballyhoo was absent—there were no community meetings, speeches, workers' luncheons with the necessary incidental expense to be provided for from the total contributions, a phase of the personal solicitation campaign that has ever been more or less of a thorn in the side of the reluctant citizen prone to use most any excuse for not doing his share.

The enthusiasm of the loyal business and professional men was reflected too in the liberality of their response. The fact that they were not called upon to cajole or persuade funds from reluctant citizens may have heightened this feeling of relief.

THE size of the checks from this type of individual or firm well illustrated the attitude of the busy man. The contributions, too, as a rule were for the pledged sum in full rather than the usual installment or periodical payment. Not only were these men relieved of the annoyance of personal solicitation, but they were not interrupted in conference or other business engagement by telephone calls from campaign headquarters to attend this or that meeting of this or that committee or "pep" luncheon. They may have had this in mind as they wrote their checks. "Enclosed is our firm check for the entire amount of our current year's contribution to the Community Chest. Permit us to congrat-

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ulate you on this method of soliciting same. It not only saves us time and personal inconvenience but is more satisfactory for our bookkeeping department," is the gist of a letter from one of the largest contributors.

That feature of the campaign served this purpose, a commendable one too, it must be admitted by the Community Chest organization which must bill the contributor at stated periods during the year in order to obtain sufficient funds to meet the agency installment requirements. It provided more available cash. So far as Sunbury is concerned it was of additional material benefit. The money which was thus paid in and which was not immediately needed, was invested through the cooperation of a bank for short periods without interfering with a possible quick demand for the funds, thus enabling the chest organization to obtain additional revenue. In fact, Sunbury has been able, from the income derived from this source, practically to foot its entire postage bill for periodical statements to installment contributors.

NOW statistics as a rule are not a bit interesting unless they serve purposes of comparison. And because the natural query that must follow the foregoing concerns the dollars-and-cents accounting, the results of the first mail appeal conducted in 1926 is submitted. First, it must be understood that in 1925, the last year of the personal solicitation campaign, there was a total of $12,344 available for distribution among nine participating agencies, including the total campaign cost. The latter item was $1,875 which, deducted from the available funds, allowed but $11,269 in cash and pledges to be distributed to the participants on monthly installments throughout the year. This expense budget incidentally included postage, printing, literature, meetings, workers' luncheons, etc., and professional direction.

Now for comparison. At the close of the first mail appeal in 1926, the total sum pledged or in hand, excluding the total campaign expense budget of but $657, was $12,586!

When these figures are considered together with the increase in subscribers and the equally illuminating fact that the percentage of delinquency in meeting pledges was a trifle more than four per cent in 1926 as against twelve per cent in 1925, the year of the last personal worker campaign, it will be readily understood why there was no hesitancy on the part of the executive committee of the Community Chest in determining the type of annual campaign it would stage for the current year.

Because, therefore, the previous effort had been so successful, and it was presumed that a contributing community was thoroughly "sold" to the mail method of appeal, the letter which was prepared for the current year's effort was rather in the nature of a follow-up. It was thought that the recipient would readily recall the first request and that all that might be necessary was a brief note of reminder. So here's the letter:

Once More, TO YOU—

Again this yearly appeal is going to you for your wholehearted support of the charitable and welfare organizations which comprise the Community Chest.

Because this method of approaching you—via Uncle Sam and a 2-cent stamp—has proven more satisfactory from the viewpoint of economy as well as convenience to you, the same plan again is being followed. This means, of course, that you will not be asked to serve as a "team-worker" for the soliciting of funds.

You are familiar with the purpose and objective of the Community Chest and with the scope and efficiency of the work accomplished in this city and vicinity by the participating agencies.

On the reverse side of this little note, perforated for your convenient detachment, is your subscription blank, and a stamped addressed envelope. Won't you be kind enough to fill it out, indicating payment dates if installments are preferred, and return with your cash or check on or before March 1?

Thank you.

This, like the initial letter of the year before, was printed in eight-point type and signed The Executive Committee in ten-point type. The letter was not filled in with name and address, as this feature was typed only on the reverse side of the enclosure envelope in such manner that it was plainly readable through the window of the outer envelope. The same style of subscription form was used and the various budgets of the participating agencies set forth. The total budget asked for, however, was less, as two of the participating organizations, which are local units of national welfare bodies, withdrew from the chest because of a change in national maintenance policy. Thus for the current year the Community Chest included seven instead of nine agencies.

Yet, the dollars-and-cents accounting for 1927 was a total contribution of $10,867 with a total expense outlay of but $544.

The percentage of delinquency cannot be figured with any accuracy as yet because the present year of the chest does not expire until March 1, 1928. But, with due allowance for removals, deaths and a rather unsatisfactory business year, it is reasonable to anticipate a delinquency of but a little more than 1 per cent.

The use of a modest two-cent stamp may not solve the problem of adequate support for charitable and welfare organizations in every community. The system may have its drawbacks, particularly in the larger industrial centers with a larger percentage of non-English speaking or reading population, although it is quite probable that the message could just as readily be disseminated in a foreign language. But Sunbury, an average American city of average people, of average degree of intelligence, average complement of this world's goods, and with an average appreciation of the milk of human kindness, will very likely continue—until a more novel or more serviceable plan is suggested—to call upon Uncle Sam and a postage stamp for the most satisfactory solution of the world-old question of those we have with us always.

A Bibliography on Administration

THE first comprehensive bibliography on administration in social work has been compiled by W. W. Burke, of the faculty of the Graduate School of Social Service Administration, University of Chicago. In a forty-two page booklet, Administration of Private Social Service Agencies, Mr. Burke lists, topographically, pamphlets, articles, and books bearing on every phase of administration—twenty-one major groupings in all. The preparation of this bibliography was inspired by a round table at the National Conference of Social Work in Cleveland, when a bibliography committee was appointed, with Arthur A. Guild as chairman. Part of Mr. Burke's material appeared in the Social Service Review. The complete bibliography with supplement is published by the University of Chicago Press at 75 cents a copy.

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Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director, Community Council of St. Louis

Campaign Lists

Building Them and Keeping Them Up-to-date

IF you number among your friends a banker, you might get him to give you month by month a list of new checking accounts as a financial prospect list of those who have recently come to the city or have formed new business connections. Not every person who has a checking account is a good prospect but the odds are pretty fair that he is worth soliciting for funds, especially in these days when nearly all banks make a service charge on accounts which have less than a minimum average daily balance.

Did you ever ask a minister to go over his church roll and suggest the names of members who ought to be contributors to your social agencies because of their financial ability and social interest? We did and it got pleasing results.

Ida Bell Woolford, secretary of the Community Chest of Galveston, Texas, says that a professional directory company was employed to take a census of the business district of Galveston at three cents per name. The resulting up-to-date prospect list for campaign use was well worth the cost.

Do you have someone in your office clip newspapers for names of new people who have come to the city; or about new corporations, with the names of their officers? Such clippings are useful in correcting prospect lists. They will help you verify the connections of business men on your list at present who are affiliated with these new concerns, and will also add new names to the list.

Harry Early, secretary of the Birmingham, Alabama, Community Chest, made a suggestion for source material for prospect lists which we took to heart with satisfactory results. The suggestion was that almost every city has a daily commercial bulletin or similar publication which carries various useful lists of birth registrations, transfers of property, removals, new automobiles sold, with the name of the person to whom the license was issued.

If you are on the lookout for prospects from whom to raise money you might find a list of automobile owners worth trying. It may be secured either from the secretary of state, or the state automobile registry department, or from some local concern which makes and sells lists. Every owner of an automobile not over two years old and originally worth a thousand dollars or more ought to be good for a gift of $5 or more to a social agency.

What Names on the Letterhead?

JIMMY KRANTZ, who is the executive secretary of the Tennessee Tuberculosis Association with headquarters in Nashville, and who has other titles too numerous to mention, said recently that he did not approve of our practice of printing on our letterhead the names of sub-executives on the staff whose names might have to be signed to letters written in behalf of the organization. He thought that too many names of employes made the organization sound expensive from the point of view of salaries.

We replied that we put staff names there so that people who received letters from the Community Fund and could not decipher the signature could probably tell who was writing by looking at the letterhead. He replied that if the signature was particularly illegible the signer's name might be typed over his title at the end of the letter.

We would like to know what readers of The Survey think about printing on the letterhead names of members of the staff other than the executive, in addition to the officers; and, by the way, how many names of officers should be included?

The Use of Blank Checks

INCREASED collections by the simple device of having a blank check printed as part of each statement of amount due from contributors are reported by Harry J. Early, secretary of the Birmingham Community Chest. The check has a blank space into which may be written the name of the contributor's bank, and is of the regulation size of bank counter-checks. The bill, of course, is the same size. Several months' supply is printed at one time, a different color for each month. Mr. Early doubtless would be willing to send a sample of the combined statement and check to any one who would write him.

Typing Costs Cut

WE have made a considerable saving in the cost of typing campaign prospect cards and addressing bills by having the cards and bills printed in strips of five. They can then be run through a typewriter or an addressing machine in strips instead of each card or bill being inserted separately.

An Invaluable Booklet

MISS GRACE ABBOTT'S presence in the office one morning impelled me to tell her how valuable I had found in planning and teaching administrative work Estelle B. Hunter's booklet Office Administration for Organizations Supervising the Health of Mothers, Infants and Children of Pre-school Age with Especial Reference to Public Health Nursing Agencies, known as Publication No. 1 of the Federal Children's Bureau. Miss Abbott said, to my astonishment, that there had been relatively little demand for this publication. I told her that I thought all of the readers of Over My Desk would like to have it.

It is practically the only book on administration of social work which is now available. It includes a discussion of organization function and duty; the selection and training of employes; office location and layout; office furniture, equipment and supplies; planning case record systems; statistics; record filing; financial administration; publicity; and the office manual. The price is 20c a copy. Any person concerned with the administration of a social agency will find the sending of a postal or express order or a New York draft payable to the Superintendent of Documents at the Government Printing Office, Washington, D. C., one of the wisest investments he has made.

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GOSSIP: of People and Things

New York School Grows

FOR the fall quarter, the New York School of Social Work has enrolled 286 students, the largest registration in its history, sixty-three more than last year. Of these, 43 are vocational or advanced students, 30 are men. The course in mental hygiene given by Dr. Marion Kenworthy is so popular that accommodations in the United Charities Building are inadequate and the class meets in the auditorium of the Russell Sage Building, a block away.

A campaign among the alumni for funds to provide a part-time alumni secretary has successfully culminated in the appointment for a five months' period of Emma Louise Ware, '26, who for four years was educational and financial secretary of the Atlanta Associated Charities.

Legion Honors Lieutenant Oxley

LIEUTENANT LAWRENCE A. OXLEY, a Negro member of the staff of the North Carolina Department of Charities and Public Welfare, was sent to the American Legion convention in Paris as a guest of the Legionnaires of North Carolina. This honor was conferred in recognition of Lieutenant Oxley's outstanding work among the Negroes of North Carolina in securing funds from public and private sources for the employment of county Negro social workers. The Goldsboro, North Carolina, News comments on the Legion's act as follows:

A fine thing it is that the Legionnaires have done to pick out this member of the Negro race, who, through his work, has proved himself worthy of the consideration, and to present to him the trip with all expenses paid. . . . Twenty-five years ago and in most places in the state a man who would suggest giving a Negro a free trip to Europe would have been hooted off the floor. But we are more civilized now. We are learning that the solution of the race problem lies in the cooperation of the leaders of the two races for the best interests of all.

When Is It?

A MIMEOGRAPHED pamphlet, Dates Ahead, is issued annually by the Committee on Publicity Methods for the convenience of publicity secretaries and executives in planning for conventions, meetings and special occasions, and to aid in avoiding dates already announced for other events. The current edition schedules events for the year ending September, 1928, and includes several pages of suggestions on making use of special dates, with sources of information. Copies may be had at 20 cents each from the Committee on Publicity Methods in Social Work, 130 East 22d Street, New York.

State Conferences Improve

"PERHAPS I had a better vacation than usual this year," writes Mollie Condon, extension manager of The Survey, "or maybe the people who run state conferences did. At any rate, state meetings this fall have had a flare and go to them that seems way ahead of any previous year's record. I've seen three of them in a row—Indiana, Ohio, and Maryland, and each one was distinctive.

"At Indiana, Uncle Alec, as usual the youngest social worker present, gave a tone which reminded one of Des Moines and the National Conference.

"Ohio tried out the discussion method under the able direction of Bruno Lasker, and it worked—four days of meetings with no regular speeches except in the evening. Imagine a conference where people actually stayed through to the end of the meeting and then proclaimed there wasn't time to say all that was to be said!

"Maryland this year organized an exhibit that was worthy of a national conference. With Mary Swain Routzahn to criticize it constructively, they hope to make it even better next year. The meetings, too, showed an active spirit—a questioning not only of methods but aims. Dr. George W. Kirchwey was put through a veritable bombardment of queries as the result of his talk on probation."

Testing Before Giving

"IF giving on the part of community leaders or large givers is to be rationalized and become responsible giving," says Mark M. Jones in a recent brochure, "certain tests of the proposal on which the gift is sought should be made by the givers or their immediate representatives." Mr. Jones suggests seventeen tests which the donor may apply. For copies of this brochure, Responsible Giving, write Mark M. Jones, 61 Broadway, New York.

Nation's Health Changes

THE American Public Health Association has acquired the Nation's Health, a monthly periodical heretofore published by Modern Hospital Publishing Company of Chicago, and beginning with the January issue will merge it with the American Journal of Public Health, under the title American Journal of Public Health and Nation's Health.

Post; Thomas, Peck Honored

JAMES H. POST, Brooklyn philanthropist; Andrew J. Thomas, architect instrumental in better housing; and Annetta W. Peck, executive secretary of the New York League for the Hard of Hearing, received the annual Better Times medals for conspicuous contribution to the field of social welfare. The awards were made at the annual dinner of Better Times on November 16, in New York City. Over a thousand guests were present. George Hecht presided; the speakers were Frederick P. Keppel of the Carnegie Corporation, and Rabbi Abba Hillel Silver of Cleveland.

Miscellaneous

SOCIOLOGY AND SOCIAL RESEARCH is the title of a new periodical published at the University of Southern California, Los Angeles. It combines the Journal of Applied Sociology and the Bulletin of Social Research. Subscription price, $2.50 a year.

THE PENNSYLVANIA CONFERENCE OF SOCIAL WORK, to meet in February, will have a Kaffeeklatsch, that is, "a wide open forum which begins at breakfast and carries on during the time of the institutes with the kind and character of thought and discussion a few executives usually have following late evening meetings or in groups at meal times." David J. Terry will be chief klatscher.

NINE SOCIAL AGENCIES OF TOPEKA, Kansas, which were formerly in the Community Chest, are supported for 1928 by a special bill and city ordinance which has levied $80,000 in taxes for their maintenance.

CHILD LABOR DAY in 1928 will be observed on the last week-end in January.

WHY MANY GO INSANE and Salvaging the Feebleminded are the titles of two terse and helpful leaflets published by the Public Charities Association of Pennsylvania to help lay the foundation in its campaign for a fifty-million-dollar bond issue for the care of the mentally defective. Copies may be had by writing to the P. C. A., 311 South Juniper Street, Philadelphia.

THE HEALTH EDUCATION pamphlets of the Metropolitan Life Insurance Company have all the essentials of good publicity. They are practical, well illustrated, printed in large type, and written in a style the average mother understands. The four latest titles are: Feeding Your Baby, Out of Babyhood into Childhood, Tuberculosis, and Is Your Child Safe Today? Copies may be had from the home office, 1 Madison Avenue, New York City, or from local managers.

APOLOGIES to Manfred Lilliefors, Jr., for not giving his name as secretary of the Reading Social Welfare League. The Survey for November 15 gave this credit

LITERATURE

CHILD HEALTH IN SMALL COMMUNITIES—Bulletins describing the Commonwealth Fund child health demonstrations in small cities and rural counties. No 2, Marion County, Ore. No. 4, General review of four demonstrations. No. 5, Fargo, N. D. No. 6, Rutherford County, Tenn. Mailed free on application to Director of Publications, Room 1648, 370 Seventh Avenue, New York.

EAST BY WEST—A special number of Survey Graphic devoted entirely to an interpretation of the Japanese and Chinese in America and at home. An excellent background for the newspaper despatches of today. Original price 50 cents—now 25 cents. Survey Graphic, 112 E. 19 St., New York.

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to Charles Alspach, who is, instead, director of the Welfare Federation of Reading and Berks County.

THE SOCIAL TECHNIQUE OF COMMITTEE WORK is the subject of a course of instruction being presented under the auspices of the Boston Trade Union College, by Alfred D. Sheffield, associate professor of rhetoric at Wellesley and secretary of the Inquiry Commission on Industrial Relations.

RICHARD K. CONANT, Massachusetts State Commissioner of Public Welfare, has inaugurated a group of lecture courses for the benefit of persons who are employed or who desire to become employed as social workers in state or local departments of public welfare.

JOHN A. LAPP, president 1926-27 of the National Conference of Social Work, has accepted a professorship in sociology at the Marquette University, Milwaukee, and will act as head of the Department of Social Sciences.

Progress on Social Science Encyclopaedia

IN 1924 seven of the learned societies appointed committees to consider the feasibility of a comprehensive encyclopaedia of the social sciences. Their report in 1926 was adopted and Professor Edwin R. A. Seligman was appointed editor-in-chief. A tentative list of topics has been submitted to a number of interested workers for criticism and suggestion. In the final make-up the letters A to I inclusive will absorb about half the total space, 2,500,000 words out of 4,000,000. This half will be subjected to intensive study before the rest of the alphabet is completed. The cost of the work will be about $600,000. It will sell for $75, or $7.50 a volume, with a discount of 40 per cent to members of the constituent societies—American Economic Association, American Historical Association, American Political Science Association, American Sociological Society, American Statistical Association, American Anthropological Society, American Association of Social Workers.

Extramural Pursuits of Nurses

SOPHIE NELSON of Boston purchased a pair of alligator shoes. Just before she left the store, she asked the salesman, "Will these shoes shed water?"

"Lady, lady," said the salesman, "do you know where alligators grow?"—From Anagrams.

State Conference Elections

State Conferences of Social Work which have held meetings during the past three months report elections of officers as follows:

Illinois

President—R. E. Hieronymus, Urbana;
Vice-Presidents—Mary E. Murphy, Chicago; Rev. J. W. McGuire, Bourbonnais; Judge Ralph C. Austin, Joliet;
Exec. Secy.—Edna Zimmerman, Springfield.
Next meeting at Quincy.

Indiana

President—W. C. Van Nuys, M.D., Newcastle;
Secretary—John A. Brown, Indianapolis;
Chairman, Exec. Comm.—Eugene C. Foster, Indianapolis.
Next meeting in the fall of 1928, at Terre Haute.

Iowa

President—Rev. Charles E. Snyder, Sioux City;
Vice-Presidents—Mrs. James Devitt, Oskaloosa; O. S. Von Krog, Eldora; Wesley Johnson, Dayton;
Secy.-Treas.—Louis Cottrell, Iowa City.
Next meeting at Grinnell, date not yet announced.

Kentucky

Preisdent—Dr. Harry Best, University of Kentucky, Lexington;
Vice-President—Rev. Horace Cady Wilson, Louisville;
Treasurer—Elizabeth Speed (temporary), Louisville;
Secretary—William H. Boehler, Lexington;

Maryland

President—Katherine T. Kirwan;
Vice-Presidents—Paul T. Beisser; Mary M. Wootton;
Treasurer—Mrs. Adolf Guttmacher;
Secretary—(appointed by Board of Directors).

Massachusetts

President—Richard K. Conant, Boston;
Vice-Presidents—Prof. James Ford, Harvard University; Maida H. Solomon, Boston;
Treasurer—Joseph J. Tillinghast, Boston;
Secretary—Charles A. Gates, Boston.

Michigan

President—Fred Butzel, Detroit;
Vice-President—Estelle M. Hughes, Kalamazoo;
Treasurer—Edith Dudman, Grand Rapids;
Secretary—H. A. Waldkoenig, Battle Creek.
Next meeting in Ann Arbor in October.

Minnesota

President—F. Stuart Chapin;
Vice-Presidents—Joanna C. Colcord, Abbie Langmaid, Mrs. A. F. Moynihan;
Treasurer—Louise Schutz;
Exec. Secy.—Mrs. John J. Doyle.
Next meeting at St. Paul, September 8 to 15, inclusive.

Missouri

President—Prof. E. L. Morgan, University of Missouri, Columbia;
Vice-Presidents—L. A. Halbert, Kansas City; Scott DeKins, St. Louis;
Secy-Treas.—Bertha Howell, St. Louis.
Next meeting probably in Columbia.

Montana

President—Lena Cullom, Helena;
Vice-President—Mrs. Harvey Coit, Big Timber;
Treasurer—Capt. Allison, Great Falls;
Secretary—Sara Morse, Helena.

New York

President—Jane M. Hoey, New York City;
Vice-Presidents—Rev. Alexis L. Hopkins, Syracuse; Cecil Wiener, Buffalo; C. W. Tillinghast Barker, Troy;
Treasurer—Hon. George J. Gillespie, New York City;
Secretary—Richard W. Wallace, Albany (re-elected).

Ohio

President—Judge Harry G. Gram, Springfield;
Vice-Presidents—James Dunn, Toledo; Ina Porter;
Treasurer—H. H. Shirer.

South Carolina

President—John Crews, Columbia;
Vice-President—Dr. Sylvia Allen, Charleston;
Secretary—(appointed by the Executive Committee).

Wisconsin

President—Marie C. Kohler, Sheboygan;
Vice-President—Judge E. Ray Stevens, Madison;
Treasurer—Prof. Edgar B. Gordon, Madison;
Secretary—Benjamin Glassberg, Milwaukee.

Elections and Appointments

HELEN ALMY to the staff of social service department, University Hospital, Omaha.

MARY IRENE ATKINSON, formerly in charge Department of Institutional Care, Child Welfare League of America, has resumed that position.

EDGAR W. AUSTIN, formerly with S.P.C.C. of Erie County, Buffalo, now supervisor of Boston district office Massachusetts S.P.C.C., succeeding Ray S. Hubbard, who becomes superintendent of districts and branches.

EDITH BARTON as hospital social worker, A.R.C., at National Sanatorium, Johnson City, Tenn., succeeding Emily Bleakley.

ANNE BORDEN to the staff Family Service Society, Canton, O.

JOSEPHINE C. BROWN has resumed her duties as field director of American Association for Organization Family Social Work, for South Atlantic district.

MARGARET BURFEE to staff of newly created Bureau of Child Guidance, Department of Education, Newark, N. J.

HARRIET CAMPBELL as executive secretary, Association of Volunteers in Social Service, New York City.

DORIS CANGNEY as secretary Family Welfare Association, Lima, O.

ADELINE CASE as assistant director, Visiting Nurse Association, Waterbury, Conn.

FLORENCE CASSIDY, formerly with International Institute, Bridgeport, Conn., now with International Migration Service, New York City.

HELEN CHANDLEY as general secretary Greensboro, N. C., Board of Welfare, succeeding Walter Young.

ETHEL H. CHRISTMAS, formerly with Women's Service League, Boston, now secretary Interracial Committee of the Central Bureau of Social Service, Morristown, N. J.

EMILY COE as secretary Council of Social Agencies and Social Service Exchange, Topeka, Kansas.

ELIZABETH COSGROVE to staff of Catholic Charities, Pittsburgh.

THOMAS L. COTTON to the staff of the Foreign Language Information Service, New York.

LENNA CRADDOCK, for four years with the Travelers' Aid Society of Albany, as field representative in the southern states for the National Association of Travelers' Aid Societies.

JOHN W. CRAWFORD as executive secretary Atlanta Urban League, succeeding Alonzo C. Thayer.

DR. STEPHEN A. DOUGLASS, formerly County Health Director, Cattaraugus County, N. Y., as resident medical director Franklin County, Ohio, Tuberculosis Sanatorium.

J. C. FARABEE as superintendent of Public Welfare, Davidson County, N. C., and Thomas Barrett in the same office for Jackson County, N. C.

KATHARINE FAVILLE, formerly A. R. C. field representative for Kentucky and Indiana, now half-time assistant, Department of Nursing Education, Teachers' College, New York, and half-time New York A. I. C. P.

(*Continued on page* 413)

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COMMUNICATIONS

The Death Penalty from a Scientific Point of View

To the Editor: It is important to consider the death penalty from all points of view. From the scientific point of view it is irrational—according to Howard C. Forbes in the July Scientific Monthly. He says that, as the basic principle in determining guilt is that the judgment shall be free from reasonable doubt, the death penalty depends on the interpretation of *reasonable doubt.*

Judges have not always agreed about the standards of reasonable doubt. For scientists, the essential features for determining freedom from reasonable doubt are: (1) that no stone shall remain unturned where a source of error may be concealed; (2) that the effect of each error shall be judged by the amount of change it produces in the result, and this compared with the result taken as a whole; and (3) the standards of certainty of any given time shall not exclude the probability of future modification.

Thus, scientists introduce a doubt not heretofore recognized in the law. They look for error not only in the evidence, but also in the processes of securing and bringing out the evidence, and in the relative abilities of counsel presenting the evidence; they examine the "personal equation" of the individuals concerned in the judgment; and—most important—they challenge the capacity of human beings to form judgments which may not be subject to future modification. For "probably the most certain thing, in scientific experience, is that all judgments, however they may originate, will be modified in the future."

It is totally incompatible with the conception and the experiences of science to ignore important elements of the "probable error" which the scientific point of view imposes on judgments, and at the same time to imbue them with an infallibility and permanence commensurate with death.

Harold Kelsey Estabrook

Chestnut Hill, Mass.

Group Insurance

To the Editor: In your issue of August 15 appears an article by Edward N. Clopper in regard to group insurance for social workers. I read this article with interest and I am glad to see that within its scope it covers the general idea of group protection quite adequately. There is one statement, however, which Mr. Clopper makes on which I believe he is misinformed. He intimates that a social agency can be named as beneficiary under a group insurance policy by a devoted employe. In this connection I would like to quote from the New York State Insurance Law as follows:

> Group life insurance is hereby declared to be that form of life insurance covering not less than fifty employes with or without medical examination, written under a policy issued *to the employer,* the premium on which is to be paid by the employer or by the employer and employes jointly, and insuring only all of his employes, or all of any class or classes thereof determined by conditions pertaining to the employment, for amounts of insurance based upon some plan which will preclude individual selection, *for the benefit of persons other than the employer;* provided, however, that when the premium is to be paid by the employer and employe jointly and the benefits of the policy are offered to all eligible employes, not less than seventy-five per centum of such employes may be so insured.

Perhaps you will see fit to make some comment on this point inasmuch as it would obviously be unwise for any social agency to retain the impression that it could purchase group insurance for its staff and then expect part or all of the staff to name the agency as beneficiary of their respective policies.

Lee K. Frankel, Jr.

Supervisor, Group Insurance Division,
Metropolitan Life Insurance Co., New York

The Manufacturers' Program

To the Editor: The National Education and Employment Program issued recently by the National Association of Manufacturers [see The Survey for October 15] is liable to deceive even the wary. It seeks to organize the certification of child workers where authorities are ineffective, and it desires to prevent educational waste, both commendable objectives. But the Committee is not qualified to assume a position of authority in the movement on which we must depend for working out the double social problem of children in industry and in education. The surface indications of progressiveness in the program conceal evidence of intent to establish a policy that is based on the laws of backward states. The effect of such a program can only be destructive of a forward-looking movement. Having this view in mind, the Teachers Union of New York has sent to union and liberal periodicals an analysis of the manufacturers' program, calling attention to what it considers objectionable features.

In brief the objections are these:

1. The manufacturers' program proposes the practical extension of working time to 9 P. M. as a possible working day for children under sixteen, indifferent to the effect this would have on the 8-hour day, and on the protection of moral standards for adolescents.
2. The program proposes to increase, rather than to make fewer, the number of opportunities for the employment of children in hard, industrial work. It even proposes to make employment in mines possible at fourteen years of age.
3. The program opens the way for the employment at hard labor for at least eight hours daily of all children of fourteen and fifteen above the sixth grade who are unfavorably situated socially or educationally. This is done by proposing to release from the operation of child labor laws children who are judged to be "incapable of further education," and to excuse other children of fourteen, fifteen or over until "proper" continuation schools have been established.

As representatives of organized teachers in the labor movement, we protest strongly against proposals that pave the way for the wholesale exploitation of children. Not only are such proposals in the interest of economic greed, but they also provide ways by which ignorant and indifferent communities may avoid their social responsibility to furnish enlightened education and fostering care for their children. Doing this, these proposals are anti-social, and should be condemned.

Henry R. Linville

President, the Teachers Union

Mr. Mencken's Late Bath

To the Editor: Re: The Merry Tale of the Bathtub controversy appearing in the Survey Midmonthly of September 15, permit me to add my contribution to the Story of the Bath, published in Chicago in 1922, which is attributed to H. L. Mencken. You desire any information which can prove that these facts appeared in print anywhere in the world prior to 1922, the date of Mr. Mencken's article.

On Friday, July 16, 1920, at the close of the summer session of the State Normal School in Oswego, N. Y., I used the

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story quoted below in a speech at the auditorium. My source of information was the Hotel Monthly, edited by John Willy, 443 South Dearborn Street, Chicago, Ill. During the years 1920 and 1921, I was working on a survey of hotel occupations for the purpose of determining training which might be offered for the workers. During these two years I kept in close touch with all hotel publications.

As I remember, the story was quoted as having appeared in a trade journal of the carpet industry. My reason for remembering this specific date is that at the conclusion of the session copies of the story were requested by several persons present and on my return to the Washington office copies similar to the following were made and forwarded. Neither of the journals which I mention is indexed so that I could locate the reference, but I am sure it could be found where there is a complete file of the publications for that year. The statements in a slightly different form appeared in the Literary Digest two or three years ago. All these facts I am sure can be verified where files of the magazines are available.

The story referred to is as follows:

Adam Thompson, of Cincinnati, was the first man in the United States to use a bathtub. This was on December 20, 1842. The installation of the bathtub in Mr. Thompson's home, and the actual use of it for bathing in winter, caused widespread publicity, and the newspapers devoted their columns to violent discussions of it.

Certain patriots stated that this type of bathing was a degenerate luxury, designed to corrupt the democratic simplicity of the republic. The medical fraternity denounced it as dangerous to health, and bound to result in phthisis, rheumatic fevers, inflammation of the lungs, and the whole category of zymotic diseases.

Legislation reflected the common feeling. The Philadelphia Common Council, late in 1843, considered an ordinance prohibiting bathing between November 1 and March 15, and it failed of passage by only two votes. During the same year the legislature of Virginia laid a tax of $30 a year on all bathtubs. Boston early in 1845 made bathing unlawful except upon medical advice, but the ordinance was never enforced and in 1862 it was repealed.

President Millard Fillmore installed the first bathtub in the White House in 1851. This action broke down practically all prejudice, with the result that by 1860, every hotel in New York had one bathtub, and some had two and even three.

ANNA LALOR BURDICK
Agent for Industrial Education (Girls and Women), Federal Board for Vocational Education, Washington, D. C.

One Pocketbook Survives a Major Operation

TO THE EDITOR: It seems a strange coincidence which brings on the same day two such outstanding statements as, When Sickness Hits the Pocketbook, by Michael M. Davis, in your November issue and What Price Doctors, by Louis I. Dublin, in the current Harpers, each article clearly illuminating a problem very close to our consciousness (and pocketbook).

The episode of tonsils described by Mr. Davis recalled memories of a recent series of bouts with operations and sickness in which I may have been down but never out. On the whole, after reading Mr. Davis and Mr. Dublin, I realize that fortuitous circumstances prevented me from becoming a fit subject for the tragic instances cited in either of the above discourses.

A little over three years ago I came to New York City, four years out of college, with a bride, some organization experience and what I thought to be vigorous health acquired in the outdoor life of Oregon, to accept a position in the public health division of a not unknown large social welfare organization in New York City. (It's a shame the ills that "good health" will fall heir to!)

My wife and I had not been exposed to public health services in our younger days and still carried those anachronisms known as tonsils. It soon became evident that hers should be removed. We had been taught caution and prudence in the selection of a specialist in the Big City. We decided to "lay the cards on the table" to the medical man selected upon the advice of our landlady! My wife told the specialist about my job and salary. His remark, "Well, that isn't much," while encouraging, rather rankled because I thought it pretty fair, in comparison with western salaries for social work. Anyway, he agreed upon a modest fee of $100, which also covered hospital charges for a day and night.

Shortly afterwards I received a health examination through our organization, which was promoting the annual health examination plan. Believing that it should "practice what it preached" examination service is provided for its employes. About the first words of the physician were, "Those tonsils must come out immediately."

I told him of my recent outlay and asked advice about getting the job done reasonably and expertly. He gave me the name of a specialist on 59th Street and Fifth Avenue, who would think nothing of charging $1,000 for removing tonsils, but he added when he noticed my gasp of astonishment, "he will also do it for nothing if the circumstances warrant it." He suggested I call on his friend and tell him exactly what I could afford to pay.

I found the specialist most kindly and encouraging and found it easy to state my case, which was: I would come to his office at his convenience; I would take a local anaesthetic; I would get out of his way at once, and I could pay $50. "All right," he said, and a few days later I had the offending tonsils snipped out in about twenty minutes, paid my bill and went home.

So much for tonsils (and the end of frequent colds and sore throats).

An expected baby brought the next hunt for medical service.

Where to turn for competent medical attention is one of the most serious problems which confronts the family newly arrived in the city. My health examiner recommended a man whom he thought one of the best in the city. He set a fee of $350. We decided to hunt further. My tonsil specialist put us in touch with a competent man who asked $300.

For a couple of months his services were used, but the fee made too large a dent in our budget and my wife was not satisfied so finally I did what I should have done at the beginning. I asked the advice of the chief of my department. He talked with the head of the association, who advised us to go to the Maternity Center Association. This was a wise counsel because my wife not only received the general advice and instructions available at that source, but from the list of directors of the maternity association we selected a young obstetrician who proved to be a most happy choice in every way. His charge was $200. (How my mother back in Central Oregon where babies still come for $25 or $50, exclaimed at this price.)

We found the problem, however, only half solved, because the selection of a hospital had to be made, but by the process of elimination one was chosen which offered the best services for the funds we had available.

The baby arrived in due time and my wife stayed seventeen days at the hospital, having a private room, but no private nurse, the expenses coming to approximately $150, making the total medical and hospital expenses for the new baby about $350, or just about within our budget.

Then, the next three months brought us face to face with a greater emergency, because it was totally unexpected.

One evening last January I returned home from the office with a severe abdominal disturbance which prevailed during the night and the following morning, until I was convinced that it was something unusual and called in a young physician known in the neighborhood.

He diagnosed acute appendicitis and recommended an im-

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mediate operation. I was stumped for the moment, but fortunately had presence of mind to call the office and was lucky at that late hour (Saturday afternoon) in finding my chief and the staff physician at the other end of the 'phone. They called the head of the association and he advised them to try to get me in one of the "big four" of New York hospitals. The hospital selected was the institution in which the doctor on our staff had received training. He knew the chief surgeon and was able to get in touch with him to explain my situation. In brief, an hour after I telephoned I was on my way to the hospital and an hour afterwards was in the operating-room with the chief surgeon in charge.

It happened that the surgical section of the hospital was extremely busy at that time and there were no private rooms available so that I was placed in the men's surgical ward with the expectation that I would be removed to a room a few days later. It was a move that never took place, however, because one day in the ward was sufficient to convince me that I was in the right place. The operation, of course, was expertly performed, came in the nick of time, and left me feeling none the worse for wear. I had a special nurse the first night in the ward, but after that the regular service was more than adequate.

There is a certain diversion in a ward which is extremely interesting to a normal patient. The regular routine distracts attention from one's ills. There are the regular visits of the staff, the services of the internes, the constant assistance of the nurses (all, of course, young, attractive, as well as efficient), phonograph music, visiting hours, church services on Sunday, and some one to talk to in the adjoining beds.

Interesting to me were the medical students, one or two of whom would stop at my bedside to take down my history and employ their medical knowledge in conversation! The hospital social worker paid me a visit to ask if I would need any help at home after leaving the hospital. In other words, there was drama, there was comedy, there was human interest of all sorts to relieve hospital tedium. I was discharged on the sixteenth day and received two clinic cards, one calling for my appearance at the dispensary on the third day after my discharge and the other an appointment a month later with my surgeon. These visits were duly made for final checkup and I was given a third card making an appointment with my surgeon for a year later. This hospital prides itself on its after-care and follow-up work.

Now for the cost of all this experience. When I taxied on my way to the hospital over Queensboro Bridge, I mentally calculated my savings (not much left after initial payment on a new house in Sunnyside) and felt almost certain that they

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would dwindle away under the onslaught of this major operation.

My total bill was exactly $68!

If anyone had told me of a similar experience I would surely have doubted it, but these are the facts and they indicate that the pocketbook can survive a major operation in New York City.

By accepting ward service I came under the hospital's set charges of $3.00 per day for board; $10.00 operating fee, and an $8.00 charge for a special nurse the first night. There was no surgeon's fee.

As I look back over this record of two and one-half years experience, it is obvious that I was the fortunate beneficiary of close association with public health work and with an organization that feels a keen responsibility for the health of its employes. How easily it might have been otherwise!

The willingness of the doctors to cooperate is also apparent. Another conclusion is that persons in moderate financial circumstances should not hesitate to accept the ward service of our large hospitals.

When Sickness Hits the Pocketbook, and What Price Doctors: How is the problem to be solved for the average family and for the physician? Further comment is promised by Mr. Davis. Mr. Dublin is encouraged by the development of paid clinics, increased health service by colleges, greater extension of health supervision and protection for the employes of industries and organizations, and finally—by health insurance.

ROBERT W. OSBORN
State Charities Aid Committee on Tuberculosis and Public Health, New York

Gandhi Relief Fund

TO THE EDITOR: Recent newspaper dispatches have told of disastrous floods in India. Private letters have now brought full details of a colossal calamity. A fall of fifty inches of rain in four days over an area larger than Great Britain engulfed hundreds of villages, rendered over 500,000 people homeless, destroyed crops, cattle and all means of livelihood. In Ahmedabad, Gandhi's home, over 5,000 houses were swept away and the people left destitute. Gandhi's famous school, the Ashram, was under water for days and all the buildings have been left in a precarious condition.

A Gandhi Relief Fund is being raised by the undersigned, and appeal is herewith made to all friends of India and of India's great spiritual leader to render aid. An initial contribution of $100 is already on its way and a steady flow of gifts is now besought. Money in any amount sent to Mr. Holmes at 12 Park Avenue, New York City, will be forwarded at once.

JOHN HAYNES HOLMES
HARRY F. WARD

Chicago Readers Take Notice

TO THE EDITOR: Believing that readers of The Survey have a great many interests in common, a group of men and women in Chicago have formed a fellowship, whose object it is to get together for the interchange of ideas on, and to stimulate an interest in civic, political and educational problems, and to meet socially. Will the Chicago readers of The Survey, who feel that they may be interested in such a group, write to the undersigned at once, as a meeting is to be held very shortly.

CLAIRE P. GREENE
7217 Yates Avenue, Chicago

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WHY COUNT NOSES?

(*Continued from page* 363)

Age and sex classification of farm stock, New York State, 1925
- Calves under 1 year of age
- Heifers 1 year old and under 2
- Cows 2 years old and over
- Steers 1 year old and over
- Bulls 1 year old and over
- Lambs under 1 year of age
- Ewes 1 year of age and over
- Rams and wethers 1 year and over
- Breeding sows 6 months and over

It is quite likely that several generations of our domestic stock habitants will have been completed and passed into history before the human owners know their own proper groupings.

On calculations based on estimates of the value of an average life at $17,500 New York State's population represents $195,337,642,500 or some other equally sarcastic figure, while the farms of the state are valued at $1,400,000,000, quite within Mr. Ford's class, and the livestock some paltry $170,000,000 more.

It should cost not more than ten cents per capita for any state or great city in any year to have made for its use by contract with the United States Census Bureau an enumeration and tabulation of its population and the publication of all the items collected so that all official and private agencies could have ready at hand all the data necessary to determine social policies. Census data are at present used almost constantly by a multitude of private agencies: church federations, denominational agencies, charity organizations, the Ys, the Scouts, chests, and other special agencies and foundations supplementing tax supported public services on health, housing, educational, occupational, old age and immigration. Among commercial interests zealous for frequent (5-year), accurate (such as the federal), detailed population data are the telephone and insurance companies, newspapers, advertising, chain-store and mail-order businesses.

Of what use are records of births, deaths, sickness, crime, delinquency, school attendance, dependency, alcoholism, tax-rates, house-building, auto owners, if we do not know the age, sex, race, color, and nativity or civic relationship of the people among whom we trace evidences of gain or loss, progress or poverty? Shall we blindly watch or participate in the joyless multiplication which Isaiah saw among men who divide the spoil? Shall we evade our privilege of self-determination by accepting the intent of the verse, "I have planted, Apollos watered: but God gave the increase. So then neither is he that planteth anything, neither he that watereth: but God that giveth the increase"?

Better make mankind the subject of our honest study, so that our successors can perhaps join with the Psalmist, who was evidently a booster for bigger and better cities (Psalms 72:16), "There shall be a handful of corn in the earth on the top of the mountains [an unlikely place for our Iowa corn crop]; nevertheless the fruit thereof shall shake like Lebanon, and [as a vision of social culmination] they of the city shall flourish like the grass of the earth." Can we even share in the emotional vision of Revelations (21:2-4) and look forward to a time when social living is so happy, so fair, so full of satisfactions that there shall be cities where "death [presumably prematurely] shall be no more, neither mourning, nor crying, nor pain"?

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DIRECTORY OF SOCIAL AGENCIES

THE AMERICAN ASSOCIATION OF HOSPITAL SOCIAL WORKERS—18-20 E. Division St., Chicago, Ill. Miss Helen Beckley, Executive Secretary.

AMERICAN ASSOCIATION FOR OLD AGE SECURITY—Aim: To promote through legislation adequate provisions for the dependent aged in the United States. Bishop Ethelbert Talbot, president. A. Epstein, executive secretary. Box 1001, Harrisburgh, Pennsylvania.

AMERICAN BIRTH CONTROL LEAGUE, INC.—Margaret Sanger, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly) $2.00 per year.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER—Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

AMERICAN WOMEN'S HOSPITALS (O.S.)—(Organized, 1917)—637 Madison Avenue, New York. Chairman, Esther Lovejoy, M.D.; Treasurer, Mathilda K. Wallin, M.D. Conducts hospitals and food stations for refugees in Greece, and medical centers in Macedonia and Western Thrace. Continuing assistance to medical work in France, Serbia, Russia and Japan.

THE BOY CONSERVATION BUREAU—90 West Broadway. Suggests all-the-year-round Home Schools for needy boys. Tel. Walker 0313. E. W. Watkins, Exec. Sec'y.

CHILD WELFARE COMMITTEE OF AMERICA, Inc.—730 Fifth Avenue, New York. To secure home life for normal dependent children in preference to institutions; to secure Mothers' Allowance laws in states having none; to urge adequate appropriations for home aid; to promote proper laws affecting adoption, boarding out and placing out of dependent children; to aid in the enforcement of these laws. States Council of Committee comprises volunteer representatives in practically every state. Sophie Irene Loeb, President; Governor Alfred E. Smith, Honorary President; Margaret Woodrow Wilson, First Vice-President; Edward Fisher Brown, Executive Secretary.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director. 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal order and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Florence E. Quinlan, Executive Secretary. Composed of 23 Protestant national women's mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action.
- Work among Farm and Cannery Migrants, Summer service for college students, Laura H. Parker, Executive Supervisor.
- Religious Work directors in Government Indian Schools.
- Bureau of Reference for Migrating People, follow-up of New Americans.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg., New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd St., N. Y. C.
- Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
- Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill; Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

The New Attitude

"THE time may have been," writes Bruce Barton in Printers Ink, "when doctors, in their annual conventions, were compelled to devote a portion of every program to speeches proving that they cured more than they killed. That time has passed."

It has passed, too, for social workers. They are decreasingly on the defensive. The layman now sees the social worker, not as a sentimentalist, but as a specialist, trained in human relations.

The social agencies represented here have helped, through their educational work, to bring about this changed attitude. It is their persistent and intelligent efforts that have made it easier for you, if you are a social worker, to give to the professional aspects of your work the time you formerly gave to defending your program.

Reciprocate by learning more about these organizations and introducing them to your friends and board members.

HAMPTON INSTITUTE—Trains Negro youth for community service. Collegiate work in Education, Agriculture, Home Economics, Business, Library Science, Building Construction, and Summer School. Publishes the "Southern Workman." Free material concerning the Negro and race relations. James E. Gregg, principal.

JOINT COMMITTEE ON METHODS OF PREVENTING DELINQUENCY—Graham Romeyn Taylor, executive director, 50 East 42nd Street, New York. To promote the adoption of sound methods in this field, with particular reference to psychiatric clinics, visiting teacher work, and training for these and similar services; to conduct related studies, education and publication; and to interpret the work of the Commonwealth Fund Program for the Prevention of Delinquency.

THE LEAGUE TO ABOLISH CAPITAL PUNISHMENT—A national organization 104 Fifth Avenue, New York City. Dr. George W. Kirchwey, Chairman; Vivian Pierce, Executive Secretary. Organized to abolish capital punishment in every state and in the District of Columbia. Annual membership $1, $5, $10, and $100, including monthly Bulletin.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, gneeral secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centers in the Orient Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC(est, 1912, incorp. 1914), 70 Fifth Ave., N. Y. C. (tel. Chelsea 8774). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $.50 a year.

NATIONAL COMMITTEE FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

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